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CAUT ACPPU
BULLETIN
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CAUT Challenges AUCC Attempt to Downsize Academic Freedom

ACADEMIC freedom has come under attack from an unusual source — the organization of presidents of Canadian universities. In an open letter issued to the Association of Universities and Colleges of Canada, CAUT noted the irony of the group choosing its 100th anniversary to issue a new statement on academic freedom that would undo many of the advances achieved over the past century.

"With the growing pressures on universities to compromise their defense of academic freedom in the quest for financial support, we need a more expansive notion of academic freedom, not a more restrictive one," CAUT president Wayne Peters and executive director James Turk said in the letter to their AUCC counterparts.

"A major problem in Canadian universities is not that too many people are asserting their academic freedom, but that too few are," they wrote.

The 2011 AUCC statement makes no provision for key aspects of academic freedom, such as the freedom of extramural utterance and action, first recognized in 1915 in the landmark statement by the newly founded American Association of University Professors. Freedom of extramural utterance is the right of academic staff to participate in public discourse without suffering academic penalty.

Many of the most famous academic freedom cases have involved attempts to suppress academics' right to engage in public discourse, such as the firing of Bertrand Russell first from Cambridge in 1916 and later from the City College of New York in 1940 for taking unpopular positions on public issues.

CAUT executive director James Turk (left) & president Wayne Peters pen open letter.

The letter says AUCC also omitted any reference to the right to publicly criticize one's own institution — a central aspect of academic freedom as it has been understood in Canada and internationally. This right is specifically protected in most collective agreements at institutions whose presidents voted unanimously for the 2011 AUCC statement.

The statement also doesn't recognize that all three facets of academic staff work — teaching, research and service — must come under the protection of academic freedom.

See CAUT CHALLENGES Page A2 →

L'ACPPU conteste l'interprétation restrictive donnée à la liberté universitaire par l'AUCC

AUSSI étonnant que cela puisse paraître, la liberté universitaire se trouve menacée par l'organisme qui représente les recteurs des universités canadiennes. Dans une lettre ouverte adressée à l'Association des universités et collèges du Canada, l'ACPPU souligne l'ironie dans le fait que l'organisation ait choisi précisément la commémoration de son centenaire pour publier une nouvelle déclaration sur la liberté universitaire susceptible de réduire à néant les progrès réalisés dans ce domaine au cours du siècle dernier.

« Dans leur quête pour obtenir du soutien financier, les universités subissent de plus en plus de pressions afin qu'elles se désintéressent de la défense de la liberté universitaire : une notion élargie — et non pas plus restrictive — de celle-ci s'impose donc », font valoir Wayne Peters et James Turk, respectivement président et directeur général de l'ACPPU, dans la lettre transmise à leurs homologues de l'AUCC.

« L'un des grands problèmes que nous constatons dans les universités au Canada n'est pas que trop de personnes revendiquent leur liberté universitaire, mais qu'il y en ait trop peu », écrivent-ils.

La déclaration de 2011 de l'AUCC ne fait aucunement mention des éléments essentiels de la liberté universitaire, telle la liberté d'expression et d'action hors des enceintes universitaires, reconnue pour la première fois dans l'importante déclaration de principe adoptée en 1915 par la nouvelle association des professeures et professeurs d'université des États-Unis (AAUP). La liberté d'expression à l'extérieur du campus est le droit conféré au personnel académique de prendre part au débat

Voir L'ACPPU CONTESTE à la page A7 →

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Letters to the Editor
Letters for publication are welcome. Letters should address a specific article, comment, or letter that recently appeared in the paper or be tied to recent events. Letters are limited to 300 words and may be edited for length and clarity. Include your name, address and phone number. Anonymous letters will not be accepted. Submissions that are considered potentially libellous will not be published. We read every letter we receive and every letter gets equal consideration. Publication is at the sole discretion of CAUT. If your letter is accepted for publication, you will be contacted.

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UK Unions Stage Biggest Walkout in Decades

Two million public sector workers staged an unprecedented one-day strike in the United Kingdom Nov. 30 to protest the government's austerity plans and cuts to pensions.

Lecture halls, labs and libraries on campuses across the UK sat empty as the University and College Union joined the dispute.

UCU general secretary Sally Hunt said academic staff are angered at being asked to work longer and pay more for worse pensions.

"Educators are far from the mindless militants portrayed by the government, but they will fight to save their pensions," Hunt said. "Strike action is always a last resort and we will continue to work towards a negotiated settlement."

As part of its controversial austerity program, the coalition Conservative-Liberal Democrat government is imposing wage restraints on public sector workers while raising pension contributions and retirement age. The government also plans to enact changes in the way pension benefits are calculated, which public sector unions say would see their value cut by 15 per cent.

Hunt said that despite repeated government claims that current public sector pension schemes are unaffordable, a National Audit Report from last year showed that they are sustainable.

She added that, contrary to charges that staff receive "gold-plated" pensions, the average pension for a lecturer in further education is £9,000 ($14,400) while a higher education lecturer will on average receive benefits of just £11,400 ($18,320).

– PHOTO: COURTESY OF FIFE FREE PRESS GROUP –

Striking UCU members were joined by students when they marched through St. Andrews as part of the day of industrial action Nov. 30.

"It's peanuts compared to MPs and company directors pensions," Hunt said.

In addition to universities and colleges, the strike shut schools, hospitals, courts, public transit and government services. About one-quarter of the entire civil service in the UK joined the walkout, including members of Prime Minister David Cameron's staff.

Brendan Barber, general secretary of the Trades Union Congress, said the strike was necessary because the public sector is "absolutely under attack" by the government.

"There comes a time when people really have to stand up and take action," he said in a televised interview. "With the scale of change the government are trying to force through, making people work much, much longer and get much, much less, that's the call people have made."

Trade union leaders said it was the biggest day of industrial action since the so-called "winter of discontent" in 1979, when much of Britain was on strike. ■

Version française à la page A6.

Anver Saloojee reçoit le prix pour l'équité

Le président de l'association du personnel académique de Ryerson, Anver Saloojee, s'est vu décerner le mois dernier une distinction nationale pour son engagement exceptionnel dans la lutte contre les comportements et les pratiques d'exclusion en vue de renforcer le caractère inclusif du secteur canadien de l'éducation supérieure. Il est le premier lauréat du Prix pour l'équité créé par l'ACPPU.

En reconnaissance de ses contributions des 30 dernières années, l'ACPPU lui rend hommage pour ses qualités de fervent défenseur des droits à l'égalité au sein des établissements d'enseignement, de son association de personnel académique, du comité de direction et du conseil de l'ACPPU ainsi qu'à l'échelle internationale.

Militant dès son jeune âge en Afrique du Sud où il a pris part à la lutte contre l'apartheid, il n'a cessé de poursuivre son engagement en faveur des droits de la personne et de l'égalité tant dans le milieu universitaire qu'à l'extérieur, où ses travaux prolifiques sur l'inclusion sociale, la participation politique des minorités et le rôle de l'éducation dans la promotion de l'équité jouissent d'une grande considération.

Que ce soit par son rôle de président du comité de l'équité à l'ACPPU, par son investissement dans l'élaboration d'ateliers sur l'équité par rapport à la race, au genre ou au handicap, ou bien par ses interventions auprès de dirigeants, de gouvernements, d'organismes ou d'auditoires du secteur social ou du travail au sujet du caractère fondamental de l'équité, le professeur Saloojee s'est taillé une réputation enviable comme figure intellectuelle publique et partisan d'une plus grande inclusivité.

« Nous sommes en train de réaliser notre objectif commun de promouvoir les principes de l'équité, qui est maintenant reconnu dans tout le pays », a déclaré le directeur général de l'ACPPU, James Turk. « Peu d'universitaires possèdent autant d'expertise et de crédibilité qu'Anver Saloojee en matière de défense de l'équité. Il mérite grandement cette distinction. » ■

English on page A7.

CAUT Challenges AUCC Attempt to Downsize Academic Freedom

From PAGE A1

Equally concerning, the letter says, is AUCC's conflation of academic freedom with institutional autonomy.

"It is absolutely true that academic institutions must not restrict the freedom of academic staff because of outside pressure – be it political, special interest group, religious – and institutions need to be autonomous in that sense," it added. "But to pretend that building a moat around the university protects academic freedom is disingenuous and ignores the reality of internal threats to academic freedom.

"In 1915, AAUP recognized the danger of internal threats – from boards, the administration, colleagues and students. It is strange for AUCC to ignore that danger almost 100 years later."

The letter further raised concerns over AUCC's willingness to see academic freedom constrained by conventional disciplinary standards, by an institution's self-defined mission and by the "constraint of institutional requirements," which would legitimize institutions imposing faith or ideological tests as a condition of employment, as long as such restrictive requirements are consistent with the institution's mission.

Speaking before assembled delegates to CAUT's Council meeting last month, Turk said: "We are not prepared to see 100 years of progress stripped away by an administrative group's redefinition of the foundation of post-secondary education.

"An immediate priority is for each academic staff association to review academic freedom clauses in its collective agreement to ensure its members are fully and properly protected." ■

ON THE NET
CAUT's open letter to AUCC is available at www.caut.ca/uploads/CAUT_to_AUCC_Academic_Freedom.pdf.

COMMENT
OPINIONS

PRESIDENT'S COLUMN

Advancing Equity by Recognizing Diversity

By WAYNE PETERS

The goal of CAUT's equity work is to achieve inclusiveness, not only with regard to social and economic justice for members of marginalized groups but also to ensure their full participation in the academy. CAUT believes an inclusive university or college is one that is proactive in eliminating barriers so that all members of the academic community can participate fully in their work, their workplaces and the broader campus community.

The visions, values and activities of our institutions must respect and reflect a diversity of identities, cultures, ideas and experiences brought forth by all members of the academy, especially members of groups which have historically been marginalized or silenced. CAUT expects this of our universities and colleges; it can demand no less of itself.

CAUT recently reorganized to promote equity by giving voice to the full diversity of its membership. The executive committee now has elected member-at-large positions to represent aboriginal and francophone academic staff in addition to two elected chair positions to lead the association's new equity and diversity council.

> Equity & diversity must be fully integrated into every aspect of the work we do as academic staff associations.

The council is composed of two members from each of four newly-created working groups formed to make recommendations on initiatives CAUT and its local members should take to advance the interests of academic staff with disabilities, lesbian, gay, bisexual, transgendered, queer and 2-spirited academic staff, racialized academic staff, and female academic staff.

As a standing committee of CAUT's governing body, the council's primary role is to facilitate information sharing among the working groups. It also has a mandate to identify and advise on issues impacting equity and diversity within CAUT and the academy.

This new organizational structure will derive strengths from the interactions, exchanges and overlaps among the different working groups. Through the council, CAUT will develop a new awareness of the intersectionality of multiple and simultaneous equity dimensions. The life experiences of a racialized woman with a physical disability, for instance, are shaped by the intersection of the multiple aspects of her identity. These different aspects do not act independently of each other.

Over the past months I have participated in meetings of the different working groups and the equity and diversity council. I can attest to the enthusiasm and energy with which the individuals involved are taking up the discussions around equity on behalf of marginalized groups and CAUT. This bodes well for our organization. The new positions on the executive and the active participation of the members of each working group are vital to this venture.

At its inaugural meeting in August, the equity and diversity council raised many concerns, but also brought forward many ideas. Members acknowledged the need to define the terminology and principles around equity and diversity and to identify effective strategies to push our institutions to take equity seriously. They recognized the importance of collaboration among the working groups and the need to educate about and practice intersectionality in their proceedings.

The notion of an equity and diversity toolkit was endorsed as a means to assist individuals and local associations in advancing equity. Such a kit could include policy statements, model language, checklists, supporting data, shared stories and other resources. Equity networks or hubs could be established to ensure information, resources and informed practices are shared in an effective manner. Another suggestion proposed the council and working groups review CAUT policies and practices from the perspective of equity and diversity and recommend useful changes.

CAUT's re-visioning of the paradigm under which it does its equity work will provide the right mechanism to move forward on this important agenda. We are committed to providing both the national direction and support to encourage and assist local academic staff associations in advancing equity work in our campus communities.

Out of this come many opportunities for local associations to engage and mobilize members who have specific interests and expertise in these areas. In the end, taking on this work will succeed in building a broader base of support for equity work and also for the overall work of associations.

Countless examples of effective and engaged work already exist on many of our campuses. These include the creation of caucuses to represent and mobilize members from marginalized groups, efforts to work with employers to strengthen equity training for members on tenure and promotion committees, and membership surveys to assess the status of groups on factors such as salary or representation. Others are working closely with CAUT staff and other CAUT members to move their equity work along effectively.

One message that rings loud and clear through all this is that equity and diversity must be fully integrated into every aspect of the work we do as academic staff associations. Equity and diversity committees are a good start but they cannot be left to work in isolation as an add-on to an association's efforts. One tangible way for associations to move on this is to host CAUT's promoting inclusivity workshop for association leaders.

On another front, though, academic staff associations must work hard at the bargaining table in advancing and protecting the interests of all members, but especially those of marginalized groups. Finally, associations, like CAUT, can look at their own organizational structures to see how much they reflect diversity among the membership and a commitment to equity. ■

LE MOT DU PRÉSIDENT

Faire avancer la cause de l'équité par la reconnaissance de la diversité

Par WAYNE PETERS

Dans le domaine de la promotion de l'équité, l'ACPPU cherche à renforcer l'inclusivité, non seulement pour défendre la justice sociale et économique des membres des groupes marginalisés, mais aussi pour assurer leur participation à la vie du milieu académique à tous les niveaux. L'ACPPU qualifie d'inclusif un collège ou une université qui s'emploie à prévenir et à supprimer les obstacles susceptibles d'empêcher les membres de sa communauté de participer pleinement à ses travaux, à son milieu de travail et à la vie de l'ensemble du campus.

Les visions, valeurs et activités de nos établissements d'enseignement doivent respecter et refléter la diversité d'identités, de cultures, d'idées et d'expériences portées collectivement par les membres de la communauté, notamment les membres des groupes depuis longtemps marginalisés ou réduits au silence. L'ACPPU n'attend rien de moins de nos collèges et universités qu'un attachement à cet impératif.

Dernièrement, l'ACPPU a restructuré son organisation afin de promouvoir l'équité en donnant voix à ses membres dans toute leur diversité. Le comité de direction compte maintenant deux membres ordinaires élus représentant le personnel académique autochtone et francophone, de même que deux membres élus chargés d'assumer la coprésidence du nouveau conseil de l'équité et de la diversité.

Ce dernier est composé de deux membres désignés par chacun des quatre nouveaux groupes de travail mis sur pied pour formuler des recommandations sur les actions et mesures que l'ACPPU et ses associations locales devraient entreprendre pour faire avancer les intérêts du personnel académique ayant un handicap, du personnel académique lesbien, gai, bisexuel, transgenre, allosexuel et bi-spirituel, ainsi que du personnel académique féminin.

En tant que comité permanent de l'organe directeur de l'ACPPU, le conseil a pour rôle principal de faciliter l'échange d'information entre les groupes de travail. Il a aussi pour mandat de s'occuper des questions ayant une incidence sur l'équité et la diversité au sein de l'ACPPU et du milieu académique, et de fournir des conseils à cet égard.

Cette nouvelle structure organisationnelle tirera avantageusement parti des interactions, échanges et recoupements entre les différents groupes de travail. Par l'entremise du conseil, l'ACPPU ouvrira la voie à une nouvelle prise de conscience de la corrélation entre les multiples dimensions simultanées de l'équité. Les expériences de vie personnelles d'une femme racialisée ayant un handicap physique, par exemple, sont façonnées par les effets conjugués des multiples aspects de son identité, qui n'agissent pas de façon isolée.

Après avoir assisté, ces derniers mois, à des réunions des différents groupes de travail et du conseil de l'équité et de la diversité, je peux témoigner de l'enthousiasme et de l'énergie avec lesquels les intervenants abordent les discussions sur l'équité au nom des groupes marginalisés et de l'ACPPU. Ce qui est de bon augure pour notre organisation. La réussite de cette démarche est tributaire des nouveaux postes du comité de direction et de la participation des membres de chaque groupe de travail.

Lors de sa première réunion en août dernier, le conseil a soulevé de nombreux sujets de préoccupation et avancé un grand nombre d'idées. Ses membres ont convenu qu'il fallait définir les notions et principes de l'équité et de la diversité et mettre en place des stratégies efficaces pour inciter nos établissements à prendre l'équité au sérieux. De même, ils ont reconnu l'importance de la collaboration entre les groupes de travail et la nécessité de mieux faire connaître leur « intersectionnalité » et de l'appliquer à leurs délibérations.

L'idée de développer une trousse didactique sur l'équité et la diversité a été jugée utile pour aider les associations locales et leurs membres à promouvoir l'équité. Une telle trousse pourrait regrouper, entre autres, des énoncés de principes, des modèles de dispositions, des listes de vérification, des données complémentaires et des ressources diverses. Des réseaux d'équité ou des centres de coordination des activités en la matière pourraient être mis sur pied afin d'assurer le partage efficace des ressources et des pratiques éclairées. Il a été d'autre part proposé que le conseil et les groupes de travail examinent les politiques et les pra-

Voir FAIRE AVANCER à la page A4 ➔

CALL FOR NOMINATIONS // APPEL DE CANDIDATURES

CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Nominations of members of marginalized groups are encouraged. Elections will take place at the CAUT Council meeting in Ottawa in April 2012.

Position Vacancies

President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of president should have considerable experience in academic staff association affairs at the local level.

Vice-President. Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

Treasurer. Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the association.

Chair, Collective Bargaining and Economic Benefits Committee. Responsible for chairing the committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair should have considerable experience in collective bargaining and shall normally have served at least one year on the committee.

Chair, Librarians Committee. Responsible for chairing the committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair should have considerable experience representing the interests of librarians, have knowledge of relevant policy matters and shall normally have served at least one year on the committee.

Member-at-Large, Aboriginal Academic Staff. Responsible for undertaking duties as decided by the officers and the executive committee, and will serve as the executive liaison to the Aboriginal Post-Secondary Education Working Group.

Member-at-Large, Francophones. Responsible for undertaking duties as decided by the officers and the executive committee, and will serve as the executive liaison to the Francophones Committee.

Two Members-at-Large. Responsible for undertaking duties as decided by the officers and the executive committee.

Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the treasurer and committee chairs is two years.

Nomination Procedure

Nominations should be sent to:
Ted Montgomery
Chair, Elections and Resolutions Committee
Canadian Association of University Teachers
2705 Queensview Drive
Ottawa Ontario K2B 8K2
Fax: (613) 820-7244

Nominators should include:
(1) a letter of nomination;
(2) a brief statement of why the nominator feels the nominee is qualified to serve;
(3) the agreement of the nominee to serve if elected;
(4) a completed copy of the standard information form available at www.caut.ca/uploads/sif.pdf

Nomination Deadline
March 1, 2012

www.caut.ca
For information on release time please visit www.caut.ca and click on Administrative Procedures & Guidelines under CAUT Policies.

Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidate ou candidat et de soumettre des candidatures. Nous serions heureux de recevoir des mises en candidature de membres de groupes marginalisés. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2012.

Les postes vacants

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidates et candidats à la présidence doivent avoir une expérience considérable en matière d'associations de personnel académique à l'échelle locale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

La trésorerie. La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'association.

La présidence du Comité de la négociation collective et des avantages économiques. La ou le titulaire doit présider le comité et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidates et candidats à ce poste doivent avoir une expérience considérable en négociation collective et doivent normalement avoir siégé depuis au moins un an au sein du comité.

La présidence du Comité des bibliothécaires. La ou le titulaire doit présider le comité et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidates et candidats à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des bibliothécaires, une connaissance des questions relatives aux politiques, et doivent normalement avoir siégé depuis au moins un an au sein du comité.

Membre ordinaire représentant le personnel académique autochtone. La ou le titulaire doit exercer les fonctions définies par les dirigeants et le Comité de direction, et assure la liaison entre le Comité de direction et le Groupe de travail sur l'éducation postsecondaire des Autochtones.

Membre ordinaire représentant les francophones. Le ou la titulaire doit exercer les fonctions définies par les dirigeants et le Comité de direction, et assure la liaison entre le Comité de direction et le Comité des francophones.

Deux membres ordinaires. Les membres ordinaires doivent exercer les fonctions définies par les dirigeants et le Comité de direction.

Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est de un an. Le mandat de la trésorerie et de la présidence des comités est de deux ans.

Méthode de mise en candidature

Prière d'adresser les candidatures à :
Ted Montgomery
Président, Comité des élections et résolutions
Association canadienne des professeures et professeurs d'université
2705, promenade Queensview
Ottawa (Ontario) K2B 8K2
Téléc. : (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :
(1) une lettre de mise en candidature;
(2) une brève déclaration expliquant pourquoi la personne qui présente la candidate ou le candidat estime qu'il ou elle possède les qualités voulues;
(3) l'accord de la candidate ou du candidat de siéger au sein du comité advenant son élection;
(4) une copie du formulaire d'information réglementaire, dûment rempli, disponible à www.acppu.ca/uploads/StandardInformationForm-fr.pdf

La date limite
1er mars 2012

www.acppu.ca
Pour des informations sur le dégagement, rendez-vous sur www.acppu.ca et cliquez sur « Procédures administratives et directives internes » sous « Politiques de l'ACPPU ».

CAUT ACPPU

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

ACTUALITÉS

L'AUNBT dénonce l'ingérence dans les efforts de syndicalisation

Le syndicat souhaitant représenter le personnel administratif, professionnel et technique de l'Université du Nouveau-Brunswick (UNB) a trouvé un allié important en l'association du personnel académique de cet établissement pour soutenir ses efforts de syndicalisation.

Alors que les 500 travailleurs sont en pleine campagne de signature des cartes d'adhésion pour obtenir la représentation de l'Alliance de la Fonction publique du Canada, la direction de l'université est accusée de vouloir faire obstacle à la formation d'une section locale du syndicat. Les travailleurs de soutien sont les seuls employés non syndiqués des campus de Saint John et de Fredericton.

David Shaw, agent de syndicalisation de la région de l'Atlantique à l'AFPC, a indiqué au journal *The Brunswickan* que la direction de l'UNB, après avoir annulé la réservation des salles de l'établissement où devait se tenir la campagne de recrutement, et envoyé des lettres de menace au comité organisateur, a décidé qu'il était illégal pour l'autre syndicat présent sur les campus, l'association des professeures et professeurs de l'Université du Nouveau-Brunswick (AUNBT), de permettre aux travailleurs de signer des cartes d'adhésion dans ses bureaux.

Le mois dernier, dans une lettre ouverte adressée au recteur de l'université Eddy Campbell pour manifester son soutien aux travailleurs, l'AUNBT a fait valoir que la direction portait illégalement atteinte au droit des employés d'adhérer à un syndicat de leur choix.

« Affirmer que la signature d'une carte syndicale sur un campus est un acte illégal, c'est faire de la désinformation », a déclaré la présidente de l'AUNBT, Jula Hughes. Celle-ci s'est dite étonnée qu'une tactique aussi radicale puisse être utilisée.

« Devrais-je m'inquiéter du fait que l'employeur pour qui je travaille et l'établissement envers lequel je fais preuve d'une grande loyauté et d'une affection dévouée agissent ainsi? Oui, absolument! »

Dans sa lettre, l'AUNBT appelle la direction de l'université à mettre fin à toute ingérence et à retirer ses allégations affirmant que la signature de cartes d'adhésion syndicale sur les campus est illégale.

« Personne ne souhaite travailler pour une université Walmart », a-t-elle souligné. « Ce type de comportement est inacceptable de la part d'un employeur du secteur public. » ■

English on page A9.

Faire avancer la cause de l'équité par la reconnaissance de la diversité

Suite de la PAGE A3

tiques de l'ACPPU sous l'angle de l'équité et de la diversité et recommandent des changements utiles à apporter.

Le nouveau regard ainsi jeté par l'ACPPU sur le paradigme qui sous-tend son travail dans le domaine de l'équité lui permettra de trouver le mécanisme adéquat pour faire avancer cet important dossier. Nous sommes déterminés à assumer le rôle d'orientation et de soutien à l'échelle nationale pour assister les associations de personnel académique locales dans leurs actions de promotion de l'équité sur leurs campus.

Cette approche procurera aux associations locales une foule d'occasions d'engager et de mobiliser les membres qui ont des intérêts et des compétences spécifiques à ce domaine, et, en bout de ligne, permettra d'élargir la base de soutien indispensable à la promotion de l'équité et au travail d'ensemble des associations.

Bon nombre de nos campus ont déjà mis en place d'innombrables activités et mesures efficaces et soutenues, notamment la création de comités chargés de représenter et de mobiliser les membres des groupes marginalisés, les initiatives menées de concert avec les employeurs pour renforcer la formation en équité dispensée aux membres des comités de titularisation et de promotion, ainsi que les enquêtes réalisées auprès des membres en vue d'évaluer le statut de certains groupes par rapport à des facteurs tels que le salaire ou la représentation. Dans d'autres campus, les associations en place travaillent en étroite collaboration avec le personnel et d'autres membres de l'ACPPU pour mener à bonne fin leurs activités en faveur de l'équité.

Le message qui se dégage de tout cela est fort et clair : l'équité et la diversité doivent être pleinement intégrées à chaque aspect du travail que nous accomplissons en tant qu'associations du personnel académique. Les comités de l'équité et de la diversité forment certes un bon point de départ, mais ils doivent joindre leurs efforts à ceux des associations et non pas travailler en vase clos. Parmi les moyens concrets à prendre dans ce sens, les associations pourraient accepter d'accueillir l'atelier de l'ACPPU sur la promotion de l'inclusivité qui est conçu à l'intention de leurs dirigeants.

Sur un autre front, cependant, les associations de personnel académique doivent s'employer activement, à la table de négociation, à défendre et à faire progresser les intérêts de tous les membres, et particulièrement ceux des membres des groupes marginalisés. Finalement, les associations, à l'instar de l'ACPPU, peuvent passer en revue leurs propres structures organisationnelles pour déterminer dans quelle mesure celles-ci reflètent la diversité au sein de leurs membres et tiennent compte de leur engagement envers l'équité. ■

Canadians Want More Action to Improve Education Funding, Poll Finds

NEARLY 80 per cent of Canadians believe getting a university or college education is more important than ever, but most say it's also getting more difficult to pursue post-secondary studies because of rising costs, a new poll has found.

More than half of Canadians say governments are not doing enough to ensure the affordability and accessibility of post-secondary education in the country, according to a Harris/Decima survey for CAUT unveiled at the organization's November Council meeting.

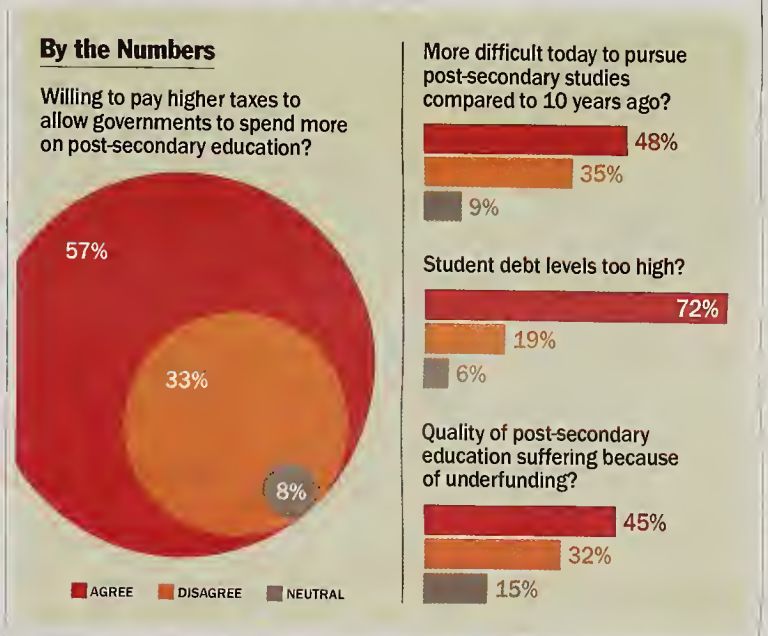
Fifty-seven per cent of all Canadian polled also said they would be willing to pay more taxes to support increased funding.

"This has been a consistent result in our polling over the past few years," said David Robinson, associate executive director of CAUT. "I think it shows that most Canadians understand very well the challenges facing universities and colleges, and they are prepared to pay more taxes to help improve quality and get more students in classrooms."

Robinson says the cost of a university and college education remains the main concern of Canadians, with about half of respondents agreeing it is more difficult today to pursue post-secondary studies compared to 10 years ago, while just over one third disagree.

"Perhaps reflecting worries about rising household debt, we're also seeing unease about student debt levels, with 72 per cent in this latest poll saying students have to borrow too much money to fund their education," Robinson added.

Concerns about costs were reflected in what Canadians see as the main priority for governments when it comes to addressing the needs of universities and colleges.



A majority (54 per cent) said governments should make lowering fees a top priority in post-secondary education, followed by the creation of more student spaces (17 per cent), hiring more teachers (11 per cent) and spending more on research (11 per cent).

Similarly, when asked what universities and colleges should do if they don't receive the public funding they need, 50 per cent of respondents said they should cut administrative costs, while just 15 per cent favored cuts to staff salaries, 14 per cent said class sizes should be increased and 9 per cent opted for increased tuition fees.

Robinson noted there appears to be little public appetite for cuts to academic staff salaries.

"It's worth underlining that about half of Canadians reject the myth that academic staff are overpaid, as opposed to the 27 per cent who believe they are," he said. "This is an important message in light of the difficult bargaining climate we're in."

The poll also found some minor shifts in the federal political landscape since the spring election. Nationally, the Conservatives lead with 34 per cent support, followed closely by the New Democrats at 29 per cent and the Liberals at 23 per cent.

In Quebec, the NDP is well ahead with 38 per cent support, while the *Bloc Québécois trails in second* place at 20 per cent, the Liberals are at 18 per cent and the Conservatives at 14 per cent. ■

Harris/Decima surveyed 2,000 Canadians by phone from Nov. 10–21. The poll has a margin of error of 2.2 percentage points, 19 times out of 20.

Varying criteria may mean the figures in the chart above won't equal 100.

Les Canadiens préconisent un financement plus adéquat de l'éducation, selon un sondage

PRÈS de 80 % des Canadiens estiment plus important que jamais d'acquérir une éducation universitaire ou collégiale, quoique la majorité d'entre eux croient aussi qu'il devient de plus en plus difficile de poursuivre des études postsecondaires en raison de la hausse des frais. C'est ce que révèle notamment un nouveau sondage ACPPU/Harris-Décima dont les résultats ont été dévoilés à l'assemblée du conseil de l'ACPPU de novembre.

Il en ressort également que plus de la moitié des Canadiens trouvent que les gouvernements n'en font pas assez pour rendre l'éducation postsecondaire abordable et accessible au pays. De même, 57 % des répondants disent être disposés à payer davantage d'impôts pour assurer un financement plus adéquat de l'éducation postsecondaire.

« C'est là une constatation que confirment de façon constante nos sondages de ces dernières années », souligne David Robinson, directeur général associé de l'ACPPU. « Cela montre, à mon avis, que la plupart des Canadiens comprennent très bien les enjeux auxquels font face les universités et les collèges, et qu'ils sont prêts à payer plus d'impôts dans la mesure où l'argent peut contribuer à améliorer la qualité de l'éducation et permettre à un plus grand nombre d'étudiants de poursuivre des études supérieures. »

Le coût des études universitaires et collégiales, indique M. Robinson, demeure la principale préoccupation des Canadiens interrogés, dont près de la moitié conviennent qu'il est plus difficile d'entreprendre de telles études aujourd'hui qu'il y a dix ans, alors qu'à peine un tiers d'entre eux sont en désaccord avec cette affirmation.

« Les inquiétudes suscitées par l'endettement croissant des ménages expliquent peut-être le malaise créé par l'endettement étudiant, si l'on considère que 72 % des participants à ce plus récent sondage estiment que les étudiants doivent emprunter trop d'argent pour financer leurs études », a-t-il précisé.

La question critique des coûts pèse largement sur le fait que les Canadiens la considèrent comme la principale priorité dont les gouvernements doivent prendre en compte pour répondre aux besoins des universités et des collèges.

Pour la majorité des personnes interrogées (54 %), les gouvernements devraient mettre la priorité sur la diminution des frais de scolarité, pour 17 %, sur la création de nouvelles places pour les étudiants, et pour 11 %, sur l'embauche d'un plus grand nombre d'enseignants et sur l'augmentation du financement de la recherche.

À la question de savoir ce que les universités et les collèges devraient faire s'ils ne reçoivent pas le financement public suffisant, 50 % des personnes sondées répondent que les établissements devraient réduire leurs frais d'administration, alors que seulement 15% optent pour des compressions des salaires des effectifs, 14 % pour une augmentation des effectifs étudiants par salle de classe et 9 % pour une hausse des frais de scolarité.

M. Robinson observe que la population canadienne ne semble guère favorable à une réduction des salaires du personnel académique.

« Il y a lieu de souligner que près de la moitié des Canadiens ne croient pas que le personnel académique est surrémunéré, alors que 27 % pensent le contraire », ajoute-t-il. « Ce message est d'une grande importance dans le contexte de négociation difficile actuel que nous traversons. »

Le sondage a permis également de relever quelques changements mineurs dans le paysage politique fédéral depuis les élections du printemps dernier. À l'échelle nationale, les conservateurs sont en tête de ligne avec 34 % de l'appui populaire, suivis de près par les néo-démocrates avec 29 % et par les libéraux avec 23 %.

Au Québec, le NPD récolte le soutien de 38 % des électeurs, le Bloc québécois arrive en deuxième place avec 20 % des voix, le Parti libéral obtient 18 % et le Parti conservateur, 14 %. ■

Le sondage téléphonique a été réalisé du 10 au 21 novembre auprès de 2 000 Canadiens. La marge d'erreur se situe à 2,2 points de pourcentage, 19 fois sur 20.

Brandon Academic Staff Win Long, Bitter Strike

AFTER a strike lasting 45 days, academic staff at Brandon University won a solid settlement which members ratified Dec. 6.

"Every academic staff association in Canada is in debt to the members of Brandon University Faculty Association, said James Turk, executive director of CAUT, in a letter to the faculty association's president Joe Dolecki. "Your members' determination, courage and solidarity are now the model and the standard for all the rest of our member associations who will be facing the same challenges in their next round of bargaining."

The new contract, which covers about 240 academic staff at Brandon, calls for salary increases of 8.5 per cent over four years, plus annual increments, an increase of one step on salary floors and ceilings, effective April 1, 2011, as well as improvements to professional development and travel allowances, and a one-time $3,000 settlement payment.

The agreement also provides that for each year of the contract any savings from the annual unfunded pension liability special payments will be divided equally among academic staff, student bursaries and the university's operating budget. ■

40,000 Sign Petition to Cut Tuition Fees

ONTARIO students are pressuring the Liberal Party government to reduce tuition fees instead of its recent election commitment of a tuition reduction grant that will only cover some of the province's student population.

The Canadian Federation of Students-Ontario has delivered a petition to Queen's Park that garnered tens of thousands of signatures from students across Ontario calling for the nearly $500 million cost of the plan to be reallocated to lowering tuition fees for all students.

"In just one month, more than 40,000 students have clearly stated that they want the Liberal's tuition grant promise to be turned into a tuition fee reduction for all," said Krisna Saravanamuttu of the CFS.

Eligibility criteria for the grant exclude a majority of college and university students, as students over the age of 21, graduate students, part-time students, students in professional programs, and students whose parents earn more than $160,000 annually will receive no relief.

The federation says tuition cuts would mean every post-secondary student in Ontario would see a 13 per cent reduction with virtually no administrative costs attached.

"Dalton McGuinty was elected by promising to reduce tuition fees, and students are calling on him to keep his promise and turn this grant into an across-the-board fee reduction," Saravanamuttu said. ■

Version française à la page A7.

Royaume-Uni : succès du débrayage massif lancé par les syndicats

Deux millions de travailleurs du secteur public au Royaume-Uni ont déclenché, ce 30 novembre 2011, une grève historique de 24 heures pour dénoncer les plans d'austérité du gouvernement et les réductions de leurs prestations de retraite.

Les amphithéâtres, laboratoires et bibliothèques des campus dans tout le pays sont restés vides pendant que les membres du syndicat britannique University and College Union (UCU) prenaient part au mouvement massif de grève.

Les membres du personnel académique, explique la secrétaire générale de l'UCU, Sally Hunt, sont furieux qu'on leur demande de travailler plus longtemps et de cotiser davantage à des pensions qui se dégradent.

« Si les enseignants sont loin de l'image de militants irresponsables véhiculée par le gouvernement, ils ne renonceront pas pour autant à se battre pour sauver leurs pensions », a-t-elle déclaré. « La grève demeure un moyen de pression de dernier recours, et nous continuerons à prendre les mesures nécessaires pour parvenir à un règlement négocié. »

Dans le cadre de son programme d'austérité fort contesté, le gouvernement de coalition conservateur-libéral démocrate impose des restrictions salariales aux travailleurs du secteur public tout en relevant leurs cotisations au régime de pension ainsi que l'âge du départ à la retraite. Il entend également apporter des changements à la méthode de calcul des prestations de retraite, qui auraient pour conséquence, selon les syndicats du secteur public, d'en réduire la valeur de 15 %.

Alors que le gouvernement britannique répète à l'envi que les régimes de retraite actuels du secteur public sont trop coûteux, M^me^ Hunt rappelle qu'un rapport du National Audit Office (bureau national des vérifications) publié l'an dernier en a montré la viabilité.

Et contrairement aux affirmations voulant que les membres du corps professoral soient assurés d'une pension extrêmement généreuse, ajoute-t-elle, la pension moyenne d'un chargé de cours affecté à la formation complémentaire s'établit à 9 000 £ (14 400 $), tandis qu'un chargé de cours de l'enseignement supérieur touche en moyenne des prestations de 11 400 £ (18 320 $) seulement.

« C'est une bagatelle par rapport aux pensions des députés et des dirigeants d'entreprise », souligne M^me^ Hunt.

Outre les universités et les collèges, la grève a paralysé les écoles, les hôpitaux, les tribunaux, le transport en commun et les services gouvernementaux. Près du quart des fonctionnaires du Royaume-Uni ont répondu à l'appel au débrayage, y compris le personnel du cabinet du Premier ministre David Cameron.

Selon le secrétaire général du Trades Union Congress (congrès des syndicats britanniques), Brendan Barber, cette grève s'imposait parce que le secteur public est menacé de toutes parts par le gouvernement.

« Il arrive un moment où les gens doivent agir pour défendre leur position », a-t-il fait valoir lors d'une entrevue télévisée. « Compte tenu de l'ampleur de la réforme que le gouvernement tente de faire adopter de force afin de faire travailler les gens beaucoup plus longtemps en leur donnant beaucoup moins, nous n'avons pas d'autre choix. »

Les dirigeants syndicaux se sont félicités de ce mouvement de solidarité qu'ils décrivent comme le plus important moyen d'action collective depuis 1979, qui s'était caractérisé par de nombreux arrêts de travail dans l'ensemble du pays. ■

English on page A2.

COMMITTEE VACANCIES // POSTES À COMBLER

CAUT Standing Committees

CAUT is seeking potential members for three standing committees of Council. Each of these committees has at least eight members (including the chair) and normally meets twice a year.

Position Vacancies

Academic Freedom and Tenure Committee, Two Vacancies. Members should have considerable involvement in one or more of the following areas: academic freedom, human rights and civil liberties. They must be sympathetic to and have had experience in the defence of academic freedom and tenure and they should be willing and available to dedicate considerable time between meetings to the work of the committee, including promotion of academic freedom, drafting of documents and other related activities.

Collective Bargaining and Economic Benefits Committee, Two or Three Vacancies (dependent on whether a serving member is elected chair). Members should have demonstrated experience in collective bargaining. They should be able to commit time between meetings to the work of the committee, including drafting of model clauses, development of policy statements and other related activities.

Librarians Committee, One or Two Vacancies (dependent on whether a serving member is elected chair). Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian post-secondary institutions. They ought to be aware of policy matters pertaining to academic rights and working conditions of academic librarians. Members should be willing and available to dedicate significant time between meetings to the work of the committee, including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Term of Office

The term of office for members of standing committees is normally three years, with the possibility of one renewal.

Application Procedure

If you are interested in being on one of these committees, please send a letter indicating the committee and your background relevant to that committee to:

Margaret McGovern-Potié
Executive Assistant to the Executive Director
Canadian Association of University Teachers
2705 Queensview Drive
Ottawa Ontario K2B 8K2

Application Deadline

February 1, 2012

Comités permanents de l'ACPPU

L'ACPPU est à la recherche de membres qui pourraient occuper des postes au sein de trois comités permanents du Conseil. Chacun de ces comités compte au moins huit membres (incluant le président ou la présidente) et entend se réunir normalement deux fois l'an.

Les postes vacants

Comité de la liberté académique et de la permanence de l'emploi, deux postes. Les candidats et candidates doivent avoir joué un rôle dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits humains et les libertés civiles. Ils ou elles doivent être sympathiques à la défense de la liberté académique et de la permanence de l'emploi et avoir acquis de l'expérience dans ce domaine. Ils ou elles doivent être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment à la promotion de la liberté académique, en rédigeant des documents et en exerçant des activités connexes.

Comité de la négociation collective et des avantages économiques, deux ou trois postes (selon qu'un membre siégeant au sein du comité est élu à la présidence). Les candidats et candidates doivent avoir une expérience confirmée dans le domaine de la négociation collective. Ils ou elles doivent pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en exerçant des activités connexes.

Comité des bibliothécaires, un ou deux postes (selon qu'un membre siégeant au sein du comité est élu à la présidence). Les candidats et candidates doivent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations des bibliothécaires dans les institutions canadiennes d'enseignement postsecondaire. Ils ou elles doivent connaître les questions de principe touchant les droits académiques et les conditions de travail des bibliothécaires dans les universités et collèges. Les membres doivent également pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Mandat

La durée du mandat des membres des comités permanents est normalement de trois ans avec la possibilité d'un renouvellement.

Procédure de demande

Les personnes désirant siéger à l'un de ces comités sont priées de faire parvenir une lettre précisant le nom du comité qui les intéresse et décrivant l'expérience qu'elles possèdent par rapport à ce comité à :

Margaret McGovern-Potié
Adjointe exécutive au directeur général
Association canadienne des professeures et professeurs d'université
2705, promenade Queensview
Ottawa (Ontario) K2B 8K2

La date limite

1er février 2012

CAUT ACPPU

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

Retooling the Humanities

From PAGE A10

tion the public – although they will form the future of the research community, in some cases even despite untenured employment.

She analyses the University of Toronto's (subsequently retracted) unilateral decision during collective bargaining negotiations in 2006 to no longer support the applications of sessional lecturers seeking external research grants. For her, cross-generational mentoring and consultation of this oft-excluded group is crucial for both cultural institutions like SSHRC and humanities scholarship.

Kit Dobson examines the proposition that "there are more ends to research than the perpetuation of capitalism." He notes W.H. Auden's line "poetry makes nothing happen" might be seen as a condemnation. However, this "nothing" resists a purely instrumental view: some poems may be commodities, but they are more than that, too.

Susan Brown argues for engagement with the "digital humanities;" Melissa Stephens for the integration of personal testimony into academic writing; Diana Brydon considers a "new humanism;" and Ashok Mathur and Rita Wong write on how the four degree-granting art institutes in Canada can attain equity while reaching out to racialized communities.

Donna Palmateer Pennee, dean of arts and humanities at the University of Western Ontario, who also served as vice-president of equity issues for the Canadian Federation for the Humanities and Social Sciences from 2004 to 2008, takes a broad perspective: "I am concerned with the public defunding of the university as a sign of decreased state support for any component of Canada's 'social safety net.'" Government cutting of university funding is a move from the "cultural nationalism and judicious taxation" that produced our once relatively affordable university system to the "lowest common denominator of global capital."

But Canada is not quite at the bottom yet – four countries with lower rates of government funding are Australia, the United States, Japan and Korea. Pennee, like Schagerl, argues for the teaching of the history of education so students can react intelligently – personally and politically – to continuing challenges.

Len Findlay supports this call for self-critique, noting the "apologetic or obscurantist" ways that humanists often represent themselves; the humanities remain "surprisingly opaque" even to humanists. He calls for a "translation" of the humanities that will require an engagement with contemporary commodity culture, the reclaiming of citizenship as a site for humanities scholarship and the rebuilding of the nation as a space where the "anti-Eurocentric Indigene, the Anglo-French colonizers and the participants in the immigrant-diaspora" are seen as a trivium that can move us on from moribund frameworks.

What is all this really about, if it is not the ungrateful, hand-biting, whining, or lack of clear answers so often ascribed to humanities scholars? One focus is the difficulty of retaining a space in any institution for critical reflection, whether that institution is a nation, a government, a big corporation, or a university. The humanities, suitably "retooled," can frame that space. Ironically, corporations have formalized such "resistant" spaces – consider "Skunk Works" aimed at radical innovation carried out by a loosely structured group of people unhampered by bureaucracy and operating with a high degree of autonomy (Wikipedia).

Resistant and activist humanities scholars claim the moral high ground, but once there, they need to begin the harder work of change, "work that has none of the grandeur of totalizing theories, none of the romance of 'revolutionary' action, none of the comfort of institutional embrace" (Chris Creighton-Kelly quoted in Mathur and Wong). This hard work, the authors argue, also requires cunning, strategy, self-criticism and diplomacy, but is crucial for the future of the university. ■

Margery Fee is professor of English at the University of British Columbia and editor of Canadian Literature.

NEWS ACTUALITÉS

L'ACPPU conteste l'interprétation restrictive donnée à la liberté universitaire par l'AUCC

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public sans crainte de représailles de la part de la direction de leur établissement.

Bon nombre des cas les plus célèbres en matière de liberté universitaire avaient trait à des tentatives visant à supprimer le droit d'universitaires de joindre leur voix au débat public. Mentionnons notamment le congédiement de Bertrand Russell du Trinity College à Cambridge en 1916 puis du City College de New York en 1940 pour ses positions impopulaires sur des questions d'intérêt public.

La lettre dénonce aussi le fait que la déclaration ne souffle pas mot du droit de chacun de critiquer publiquement son propre établissement — l'un des éléments primordiaux de la liberté universitaire, selon l'interprétation qui en est donnée au Canada et ailleurs dans le monde. Ce droit est explicitement protégé dans la majorité des conventions collectives du personnel académique des établissements dont les recteurs ont adopté à l'unanimité la déclaration de 2011 de l'AUCC.

Celle-ci ne reconnaît pas non plus que les trois volets du travail du personnel universitaire, soit l'enseignement, la recherche et le service, sont tributaires de la liberté universitaire.

Les auteurs de la lettre s'inquiètent également de ce que le texte de l'AUCC allie liberté universitaire et autonomie des établissements d'enseignement.

Et d'ajouter : « Bien évidemment, les établissements d'enseignement supérieur ne doivent pas restreindre la liberté du corps professoral universitaire sous des pressions extérieures, qu'elles soient politiques ou religieuses ou encore le fait d'un groupe présentant des intérêts particuliers. À ce chapitre, les établissements doivent faire preuve d'autonomie. Or, combien de fois a-t-on entendu qu'en creusant des fossés autour des universités, on protège la liberté universitaire : une telle affirmation relève de la fourberie et n'accorde aucune considération à la réalité que constituent les menaces internes à la liberté universitaire. »

« En 1915, l'AAUP avait pris la mesure de ce type de menaces, provenant des conseils d'administration, des directions, des collègues et de la population étudiante. Il est donc curieux que l'AUCC fasse abstraction de ce danger près de 100 ans plus tard. »

Par ailleurs, les auteurs de la lettre affichent leur inquiétude face à la volonté de l'AUCC de voir la liberté universitaire assujettie aux normes professionnelles dans les disciplines universitaires, à la mission que se fixe chaque établissement et aux besoins de celui-ci — ce qui permettrait de légitimer les établissements qui imposent un test d'obédience idéologique ou de foi comme condition d'embauche dans la mesure où de telles exigences restrictives seraient conformes à la mission de l'université.

Lors de l'allocution qu'il a prononcée le mois dernier devant les délégués réunis à l'occasion de l'assemblée du conseil de l'ACPPU, James Turk a déclaré : « Nous ne sommes pas disposés à laisser un organe administratif balayer un siècle d'avancées par la formulation d'une nouvelle définition du fondement de l'enseignement postsecondaire. »

« Les associations de personnel académique doivent s'imposer, comme priorité immédiate et absolue, de passer en revue les dispositions relatives à la liberté universitaire dans leurs conventions collectives pour garantir à leurs membres une protection totale et adéquate. » ■

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Saloojee Wins CAUT Equity Award

RYERSON Faculty Association president Anver Saloojee was presented with a national honour last month by CAUT for his efforts at making equity a central institutional value and achievement.

Saloojee received CAUT's inaugural Equity Award for "an outstanding commitment to challenging exclusionary behaviours and practices and by doing so has made post-secondary education in Canada more inclusive," during the two-day Council meeting in Ottawa.

Recognized for lifetime achievements over a 30-year career, Saloojee has the distinction of achieving prominence as an advocate of equality rights on campus, in his academic staff association, at the CAUT executive and council and internationally.

He has been an activist since his youth, when he took part in the anti-apartheid struggle in South Africa. This set the stage for life-long engagement in advancing human rights and equality both in the academy and in his community and professional activities outside the academy, where his works on social inclusion, minority political participation and the role of education in advancing equity are prolific and well regarded.

Over the last decade, Saloojee has engaged for extensive periods in the advancement of equity for CAUT member academic staff associations, including success in providing one of the first equity courses, and developing a tool to identify and redress systemic discrimination, in addition to improving materials to advance equity through grievance work. He has also served several terms on the CAUT executive, including chairing the equity committee, and as vice-president. Between 2005 and 2008 he accepted an appointment as special advisor to the president of South Africa, where his research and work provided measurable benefits in advancing equity rights for South African citizens.

Whether it is in his role as chair of the equity committee at CAUT or delivering equity workshops on *the application of race, gender or* disability or speaking to administrators, government, labour and social sector audiences and organizations about the centrality of equity, Saloojee has established himself as a recognized public intellectual and advocate for a more inclusive community.

"Our goal of advancing equity principles is being realized and now recognized on a national level," said James Turk, executive director of CAUT. "Few academics have the longevity and reach of Anver's leadership on equity issues. He is a most deserving recipient of the award." ■

Anver Saloojee accepts the equity award from CAUT past president Penni Stewart in Ottawa Nov. 25.

Version française à la page A2.

40 000 étudiants réclament une baisse des frais de scolarité

LES étudiants de l'Ontario font pression sur le gouvernement libéral de la province pour qu'il réduise les frais de scolarité de tous les étudiants et non pas, comme il s'était engagé à le faire lors de la récente campagne électorale, en s'attaquant à ce problème par l'attribution de bourses d'études qui profitent à une partie seulement de la population étudiante.

La Fédération canadienne des étudiantes et étudiants-Ontario a déposé à Queen's Park une pétition réunissant des dizaines de milliers de signatures d'étudiants de partout dans la province qui demandent que les quelque 500 millions de dollars du programme de bourses soient utilisés pour réduire les frais de scolarité de tous les étudiants.

« En l'espace d'un mois seulement, plus de 40 000 étudiants ont fait clairement savoir que les bourses d'études promises par le Parti libéral devaient être converties en crédits affectés à l'abaissement général des frais de scolarité », a déclaré Krisna Saravanamuttu de la FCEE.

Les critères d'admissibilité à ces bourses excluent la majorité des étudiants des collèges et des universités, car les étudiants âgés de plus de 21 ans, les étudiants diplômés, les étudiants à temps partiel, les étudiants inscrits à des programmes professionnels et les étudiants dont le revenu annuel des parents dépasse 160 000 ne bénéficieront d'aucune aide financière.

Selon la fédération, une réduction générale des frais de scolarité équivaudrait, pour chaque étudiant de niveau postsecondaire, à une baisse de 13 % de leurs frais et à l'élimination de la quasi-totalité des frais administratifs afférents.

« Dalton McGuinty a été élu parce qu'il a promis de réduire les frais de scolarité, et les étudiants lui demandent de tenir sa promesse et de réaffecter l'argent de ces bourses à une réduction générale des frais de scolarité », a indiqué Mme Saravanamuttu. ■

English on page A5.

Les étudiants de l'Ontario ont livré au premier ministre Dalton McGuinty, le 2 décembre, une pétition de plus de 40 000 signatures.

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Fair Employment Week Chalks Up 10 Years of Advocacy

Anniversary marks some improvement, but contract academic staff still lag far behind their regular colleagues.

FAIR Employment Week was created a decade ago by a group of individuals and organizations to shine a spotlight on the poor pay and working conditions of contract academic staff.

Since then, the week-long awareness-raising campaign over the plight of contract academic staff, also known as Campus Equity Week in the US, has proliferated across university and college campuses in North America.

"Fair Employment Week has become an important opportunity to recognize the valuable contribution of academics who work on limited-term and per-course contracts," said James Turk, executive director of CAUT. "These often invisible members of our scholarly community now constitute an absolute majority of academic staff in the United States and comprise a significant percentage of the academic staff body of Canada."

According to Turk, Fair Employment Week is designed to generate awareness of the ways in which the casualization of academic staff undermines the integrity of post-secondary institutions, and helps mobilize action for change.

From petitions to posters to handing out peanuts, academic staff associations have used a variety of creative tactics to inform students, colleagues and the public about the prevalence and working conditions of academics in contingent appointment, who have lower pay, less job security and fewer rights than their tenure-track colleagues, and to advocate for improving those conditions.

"As important as the past 10 years have been, we are still only beginning to combat the exploitation of contract academic staff in Canada," Turk said. "Better pay, job security and ensuring that contract academic staff obtain the same rights as regular academic staff is an ongoing struggle."

Contract academics are still paid far less than regular academic staff. Contract academic staff are offered on average just under $4,000 to just over $8,000 for a one-term course, depending on the subject taught and the type of educational institution. Net gains on job security have been limited but can include rights of reappointment on a per-course basis, or to a number of courses over a period of time. Few collective agreements cover other factors for contingent appointments, such as support for scholarly or service activities.

"The ultimate goal must be to ensure contract academic staff obtain the right to be fairly compensated for their teaching, research and service on a pro-rata basis, gain access to academic decision-making, have academic freedom, and ultimately, advancement on a career path as do their regular academic staff colleagues," Turk said. ■

Fighting for Fairness for Contract Academic Staff

In the past decade academic associations across the country have produced a wide array of materials to raise awareness of the plight of colleagues in contingent appointments.

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règlementation des frais de scolarité en droit, en médecine et en dentisterie, on a constaté une diminution des inscriptions en provenance des classes moyennes et populaires. En Grande-Bretagne, la nouvelle politique conservatrice des établissements d'enseignement supérieur conduira à des programmes, et à des universités, à deux vitesses : les « chics » et les « seconde[s] zone[s] ». (61)

Le cinquième mythe justifie l'accroissement des frais de scolarité par le fait que l'étudiant, ayant investi dans son « capital humain », se verra plus tard récompensé par un meilleur salaire. Les auteurs rétorquent que la théorie du capital humain n'a aucun fondement scientifique : il s'agit au contraire d'un construit idéologique occultant les véritables rapports sociaux, réduisant tout au calcul rationnel et renvoyant à une conception individualiste et utilitariste de l'éducation » (73), où le savoir est instrumentalisé. (71) Il mène à une désolidarisation sociale. Par ailleurs, sur le plan empirique, il est hasardeux de tenter de prévoir les salaires futurs : certains diplômés voudront peut-être faire des carrières hors normes, d'autres verront possiblement leurs occupations dévalorisées sur le marché du travail : l'étude évoque les cas de l'informatique, du multimédia, de la biotechnologie, secteurs où les emplois se font plus rares et où les conditions de travail se sont dégradées. En plus, on cite une récente étude de l'Institut national de la recherche scientifique montrant que « près du tiers de tous les travailleurs québécois sont surdiplômés par rapport à l'emploi qu'ils occupent. » (75) L'endettement étudiant, tout en contribuant à la privatisation des revenus de l'université, jouerait en plus une fonction pédagogique non négligeable, aux dires de l'intellectuel critique américain Noam Chomsky, en assurant la docilité et le carriérisme des étudiants. (80)

Selon le sixième mythe, garder bas le prix des études universitaires diminuerait la valeur des diplômes. Une fois de plus, l'expérience démentit ceci : nulle part l'augmentation des frais de scolarité n'a amélioré la qualité des diplômes, elle a plutôt conduit « à un nivellement par le bas ». (89) Si des frais de scolarité accrus amènent les étudiants à travailler davantage, il s'agit de travail salarié nécessaire pour payer les études. (88)

Le septième mythe voudrait que l'autonomie des universités n'ait rien à craindre du financement privé. Cet élément du nouveau capitalisme universitaire (les auteurs renvoient au livre de Slaughter et Leslie, *Academic Capitalism*, 1999, et à celui de David Noble, *Digital Diploma Mills*, 2001) introduit les mécanismes du marché dans le fonctionnement de l'université pour en faire une nouvelle entité hybride, quelque part entre une institution publique et une entreprise privée (92-93), et cela mène tout naturellement aux divers projets de réforme de la gouvernance, inspirés par la théorie de la nouvelle gestion publique. (93, 97)

Le huitième mythe avance que le financement des universités pourra grandement compter sur la commercialisation de la recherche. Les faits contredisent une telle assertion : il ne s'agit pas là d'une importante source de financement, en fait cette opération de commercialisation entraîne des coûts considérables en termes d'infrastructures bureaucratiques (107) et fournit aux entreprises des « laboratoires de sous-traitance » (112) leur permettant de s'approprier du savoir à peu de frais.

Malgré le sombre diagnostic posé, les auteurs ne sont pas pessimistes. Ils concluent en disant : « Les jeux ne sont pas encore faits. Les transformations que nous avons décrites ne sont pas le fruit d'une logique économique inéluctable, il s'agit d'un projet politique. À nous d'en articuler un autre qui accomplira le projet historique d'émancipation de la société québécoise : nous réapproprier ce qui nous appartient déjà. » (120)

L'ouvrage se termine par des témoignages de quatre personnalités publiques québécoises argumentant contre l'augmentation des frais de scolarité : le sociologue Guy Rocher (lauréat en 2009 du Prix d'excellence académique de l'ACPPU), la journaliste et femme politique Lise Payette, l'écrivain Victor-Lévy Beaulieu et l'universitaire Omar Aktouff, qui démontre, à la façon du budget alternatif fédéral, que le gouvernement du Québec pourrait facilement trouver des sommes importantes pour l'éducation postsecondaire s'il avait la volonté politique de le faire.

Bref, l'ouvrage de Martin et Ouellet est critique et instructif par rapport à un enjeu très actuel qui se pose non seulement au Québec mais partout ailleurs au Canada. S'il n'a pas l'ampleur et la profondeur de certains autres livres (par exemple, *Le pacte faustien de l'université* d'Aline Giroux, paru à Montréal en 2006 aux Éditions Liber), il n'en constitue pas moins un utile rappel des arguments en faveur d'une véritable université publique, accessible, privilégiant la production et la transmission d'un savoir au service non pas des intérêts marchands, mais de l'ensemble de la société. ■

Greg Allain est un ancien président de l'ACPPU siégeant actuellement au Comité de direction comme membre ordinaire représentant les francophones.

AUNBT Alleges Interference in Union Drive

THE union hoping to represent administrative, professional and technical workers at the University of New Brunswick has found an ally in the academic staff association in the ongoing battle over unionization efforts.

The 500 workers are in the process of signing up to be represented by the Public Service Alliance of Canada, but the university administration is being accused of trying to thwart the local union's formation. The support workers are the only non-unionized employees on the university's Saint John and Fredericton campuses.

David Shaw, Atlantic organizer for PSAC, told The Brunswickan that after cancelling rooms booked on campus for the drive and sending threatening letters to the organizing committee, UNB's administration has now taken the position it's illegal for sister campus union, the Association of University of New Brunswick Teachers, to allow the workers to sign union cards at their offices.

Last month, in an open letter to university president Eddy Campbell in support of the workers, AUNBT argued the administration is "unlawfully interfering with the right of employees to join a trade union if they so choose."

"If you tell people that signing a union card on campus is an illegal act, you're putting out misinformation," said AUNBT president Jula Hughes, adding that she was astonished that such heavy-handed tactics would be used.

"Does it worry me that the employer I work for and the institution for whom I feel a lot of loyalty and affection would behave this way? Yes, that worries me," she said.

AUNBT's letter urges the university administration to cease its interference and retract allegations that signing union cards on campus is illegal.

"No one wants to work for WalmartU," Hughes said. "This is not how a public-service employer behaves." ■

Version française à la page A4.

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■ **ANTHROPOLOGY (LINGUISTICS) — Saint Mary's University.** The Department of Anthropology at Saint Mary's University invites applications for a tenure-track position at the rank of Assistant Professor with a specialization in the field of linguistic anthropology. We are seeking a creative thinker with intellectual interests that can link Canada to the global sphere, as well as an individual with a demonstrated record of excellence in university teaching who will support and develop courses from introductory to senior levels. The Department values public outreach, community partnerships, field schools, and student experiential learning. An interest in Indigenous languages would be considered an asset. The successful candidate will hold a PhD and be appointable at an early level in the Assistant Professor rank. Candidates holding ABD status with the dissertation near completion will also be considered. The appointment will begin on July 1, 2012. Saint Mary's University is uniquely committed to serving the focal, regional, national and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars whose teaching in the Department can also contribute to the Arts Interdisciplinary programs: Asian Studies, Atlantic Canada Studies, International Development Studies, Irish Studies, Linguistics, and Women and Gender Studies. Applicants are encouraged to consult faculty web pages to determine how, es potential hires, they might enrich our intellectual community. http://www.smu.ca/academic/arts/department. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier, including evidence of teaching excellence, a sample of recent scholarly writing, graduate school transcripts, and names and contact information of three references to: Dr. Paul A. Erickson, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. E-mailed applications will not be considered. The closing date for applications is January 6th, 2012. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

■ **APPLIED HUMAN NUTRITION — University of Guelph.** The Department of Family Relations and Applied Nutrition invites applications for a tenure track Assistant Professor position in Applied Human Nutrition. Responsibilities include teaching at the undergraduate and graduate levels, participating in strong MSc, MAN and PhD programs in Applied Human Nutrition and building a vigorous research program. Applicants should hold a PhD in Applied Human Nutrition or a related field. The successful candidate will have a strong record of research and teaching. Candidates with research interests focusing on any areas of clinical nutrition are preferred. A Registered Dietitian is required. The Department of Family Relations and Applied Nutrition is housed in the College of Social and Applied Human Sciences, and offers undergraduate majors in Child, Youth and Family, Adult Development, and Applied Human Nutrition (AHN). Graduate programs include a MSc program in the fields of AHN, Family Relations and Human Development (FRHD), and Couple and Family Therapy; a PhD program in the fields of AHN and FRHD; and a Master of Applied Nutrition (MAN) program with a dietetic internship component. Both the undergraduate nutrition and the graduate MAN programs are accredited by Dietitians of Canada. Submit applications, including cover letter, curriculum vitae and names of three referees, to: Dr. John Beaton, Chair, Department of Family Relations and Applied Nutrition, University of Guelph, Guelph, Ontario, N1G 2W1; (Tel: 519-824-4120, Ext 56321; FAX: 519-766-0691. Email: beaton @uoguelph.ca) by January 15, 2012. More information about the Department can be found at the website: www.uoguelph.ca/family/. All candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to equity in its policies, practices, and programs, supports diversity in its teaching, learning and work environments, and ensures that applications for members of underrepresented groups are seriously considered under its employment equity policy. All qualified individuals who would contribute to the further diversification of our University community are encouraged to apply. Subject to final budgetary approval.

■ **APPLIED MATHEMATICS — McGill University.** The Department of Mathematics and Statistics at McGill University invites applications for a tenure-track position in applied mathematics. While appointments are expected to be made at the Assistant Professor level, more senior applicants would be considered. The appointment is expected to be in the broad area of differential equations and scientific computing. Applicants should have expertise in both analytical and computational aspects, and an active interest in problems driven by applications. Candidates must have a doctoral degree at the date of appointment and a strong background in mathematics. They are expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the Department's educational programs at the graduate and undergraduate levels. Applications should be made through Math Jobs.Org (Position ID: McGill APNUM) and must include a curriculum vitae, a list of publications, a research outline, a teaching statement which includes an account of teaching experience, and at least four references (with one addressing the teaching record). Candidates are also encouraged to provide web links for up to three selected reprints or preprints, or to upload them to MathJobs.Org. Candidates must ensure that letters of reference are submitted (preferably through mathjobs.org, though in exceptional circumstances they may be mailed to: Professor R. Cheliotis, Applied Mathematics Search Committee, Dept. of Mathematics and Statistics, McGill University, 805 Sherbrooke St W, Montreal, QC, H3A 2K6, Canada. To ensure full consideration, complete applications including letters of reference should be received by January 6th 2012, but later applications may be considered. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **APPLIED MECHANICS & MECHANICAL DESIGN (SOLID MECHANICS) — Memorial University of Newfoundland.** The Faculty of Engineering and Applied Science at Memorial University invites applications for a tenure-track faculty position at the rank of assistant or associate professor in the area of applied mechanics and mechanical design, with specialization in solid mechanics and stress analysis. The appointment will commence on April 1, 2012, or shortly thereafter. Applicants must hold an undergraduate degree in engineering as well as a PhD in Mechanical Engineering, and demonstrate the potential for excellence in both teaching and research. In addition, the successful candidate will be expected to register as a professional engineer in the Province of Newfoundland and Labrador. Duties will include teaching a range of undergraduate and graduate courses, developing laboratory facilities, supervising graduate and undergraduate student research, and undertaking an active, funded research program. Rank and salary will be commensurate with qualifications and experience. Memorial University (www.mun.ca) is the largest university in Atlantic Canada, offering a diverse selection of undergraduate and graduate programs to almost 18,000 students. As the only university in Newfoundland and Labrador, Memorial plays an integral role in the educational and cultural life of the province and provides a distinctive and stimulating learning environment. The Faculty of Engineering and Applied Science (www.engr.mun.ca) follows a fully co-operative education format with accredited engineering programs in civil, computer, electrical, mechanical, ocean and naval architectural, as well as the recently established process engineering discipline. Memorial University is located in the provincial capital of St. John's, a very safe, friendly city with a vibrant cultural life, great historic charm, and easy access to a wide range of year-round outdoor activities. The deadline for receipt of applications is January 10, 2012. Candidates should forward an electronic application that includes a curriculum vitae, the names and complete contact information of three referees, a statement of teaching philosophy and research interests, and copies of at least three relevant technical publications to: Dr. R. Venkatesan, Dean (pro tempore), Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5; E-mail: dean.engineering @mun.ca. REFERENCE: ENGI-2011-001. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **ART HISTORY, VISUAL ART & CULTURAL STUDIES (EARLY MODERN ART HISTORY, 1400–1700) — University of British Columbia.** The Department of Art History, Visual Art and Theory at the University of British Columbia (www.ahva.ubc.ca) invites applications for a full-time position to begin July 1, 2012. The position is expected to be filled at the rank of tenure-track Assistant Professor, although outstanding candidates may be considered for appointment at the Associate Professor rank. The position will entail regular teaching and advising duties for undergraduate and graduate art history courses. The successful candidate will be expected to maintain an active program of publication, teaching at the undergraduate and graduate levels, graduate supervision, and service. UBC, one of the largest and most distinguished universities in Canada, has excellent resources for scholarly research and artistic practice. The Art History program partners with the strong studio art and the Critical and Curatorial Studies programs offering BFA, BA, MA, MFA and PhD degrees. The department is closely associated with two internationally recognized units in the Faculty of Arts: the Morris and Helen Belkin Art Gallery (http://www.belkin.ubc.ca/) and the Museum of Anthropology (http://www.moa.ubc.ca/). The Department seeks an individual who pursues strong research and publication activity across geographical boundaries in the Early Modern field, with interests in transcultural exchange. The candidate must possess the following minimum qualifications: 1. A PhD degree; 2. an active research program with a vigorous publication record in peer-reviewed venues; 3. experience and achievement in university teaching; 4. a serious and demonstrated engagement with contemporary and historical theoretical debates. Applicants must submit in hard copy the following: A letter of application will include a detailed CV; statement of research and teaching philosophies; publications, including all authored articles, essays and books; evidence of teaching experience and effectiveness; and three confidential letters of reference, including one from the dissertation advisor, sent under separate cover. The applications and inquiries should be addressed to: Professor Catherine M. Soussloff, Chair, Early Modern Search Committee, Department of Art History, Visual Art and Theory, University of British Columbia, 403-6333 Memorial Road, Vancouver, BC, V6T 1Z2, Canada. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to engage productively with diverse communities. Canadians and permanent residents of Canada will be given priority. This position is subject to final budgetary approval. Salary and rank will be commensurate with qualifications and experience. Deadline: Applications and all supporting materials must be received by January 6th, 2012.

B

■ **BEHAVIOURAL SCIENCES — University of Waterloo.** The Department of Management Sciences, Faculty of Engineering, at the University of Waterloo invites applications for a full-time, professorial appointment in Behavioural Sciences at any level to start in 2012. Applicants should hold a PhD, or be near completion of their doctorate, and have a background in organizational behaviour, psychology, sociology, industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in areas such as management of technology, managing new product and process innovation, interaction of technology with work situations and organizational behaviour, and organizational theory. Ability to conduct rigorous research is essential and interest in problems arising from the workplace is highly desirable. Management Sciences is dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department offers a co-op undergraduate degree in Management Engineering, as well as MMSc, MASc and PhD programs. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. The deadline for applications is December 31, 2011. For further information, please contact: Bev Rodgers, Department Advisory Committee on Appointments, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Email: brodgers@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified

Advertising Closing Dates
Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Requests for copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

ISSUE NUMÉRO	CLOSING DATE DATE DE TOMBÉE
September 2011 septembre	August 10 août 2011
October 2011 octobre	September 07 septembre 2011
November 2011 novembre	October 12 octobre 2011
December 2011 décembre	November 09 novembre 2011
January 2012 janvier	December 07 décembre 2011
February 2012 février	January 11 janvier 2012
March 2012 mars	February 08 février 2012
April 2012 avril	March 14 mars 2012
May 2012 mai	April 11 avril 2012
June 2012 juin	May 09 mai 2012

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-dessus. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date de tombée des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where anybone fide reason for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page= 247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; tel: (202) 737-5900 or visit www.aaup.org.

Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisent un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page= 247&lang=2) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où le teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; tél : (202) 737-5900, ou de visiter www.aaup.org.

CAREERS CARRIÈRES

Individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **BIO-MECHANICAL ENGINEERING (TIER II CRC) — University of Victoria.** The Department of Mechanical Engineering, University of Victoria, invites applications for a tenure-track, Tier II Canada Research Chair faculty position at the level of Assistant or Associate Professor with research and teaching interests related to bio-mechanical engineering. Individuals who are less than ten years from their highest degree are eligible for nomination as Canada Research Chairs. Areas of interest include bio-mechanical engineering, biomedical devices, biomechanics, microfluidics, instrumentation, biomaterials, optofluidics, etc. The initial term of this Tier II Canada Research Chair is five years, renewable upon performance. Candidates for this position must have a PhD in mechanical engineering, or a closely related field, and must have demonstrated ability or potential for excellence in teaching, research, graduate student supervision, verbal and written communication, and collaboration with colleagues with engineering and non-engineering backgrounds. Candidate must be registered as a professional engineer, or be eligible for and committed to registration. The successful applicant will be expected to teach at the undergraduate and graduate levels, supervise graduate students, conduct research, obtain research funding, and participate in academic affairs. The Department of Mechanical Engineering at the University of Victoria offers BEng, MEng, MASc and PhD programs. There are 23 regular faculty members including three Canada Research Chairs, over 100 graduate students, and a large number of adjunct faculty members, research personnel and visiting researchers. The Department is very active in research with first-rate laboratories as well as significant and diverse research funding. With a collegial atmosphere, the Department attracts excellent faculty, staff, graduate and undergraduate students. Further information can be found on the web at http://www.me.uvic.ca/. The University of Victoria (http://www.uvic.ca/) is situated in the City of Victoria, the capital of British Columbia, at the southeast tip of Vancouver Island. Founded in 1963, the University has developed into one of Canada's leading universities with a reputation for excellence in teaching and research. Victoria enjoys one of the most scenic locales in Canada and a pleasant climate year round. Applications should include a curriculum vitae, a statement of teaching and research objectives and interests, and the names, complete addresses, telephone and fax numbers, and email addresses of at least four referees. Applications should be sent electronically by 15 February 2012 in PDF or MS Word formats to: mech_cr2@me.uvic.ca, addressed to: Professor Zuomin Dong, Chair, Department of Mechanical Engineering, University of Victoria, PO Box 3055 STN CSC, Victoria, BC, V8W 3P6, CANADA. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. In accordance with the regulations governing Canada Research Chairs, the best-qualified candidate will be appointed, regardless of citizenship or immigration status. Chair nominations are adjudicated by a peer review administered by the CRC secretariat and appointments are conditional upon approval by the secretariat. General information about CRCs may be found at http://www.chairs-chaires.gc.ca/.

■ **BUSINESS TECHNOLOGY MANAGEMENT — Wilfrid Laurier University.** Laurier Brantford is a fast-growing campus of Wilfrid Laurier University located in Brantford, Ontario. We invite applications for a tenure-track appointment in Business Technology Management, subject to final budgetary approval. The appointment will commence July 1, 2012, at the rank of Assistant or Associate Professor. Successful candidates must demonstrate the capacity to teach in the areas of technology management and/or information systems and business. A doctoral degree or doctoral degree requirements completed by September 1, 2012 in a related discipline is required. An active research portfolio including research publications as well as evidence of affective teaching are essential. Applicants are required to send a copy of their application package, including a 1–2 page cover letter, a full curriculum vitae, one sample publication and evidence of teaching effectiveness (such as evaluations and/or a dossier) and the names and contact information for at least three referees to: Professor John McCutcheon, Chair, Business Technology Management Hiring Committee, Wilfrid Laurier University, Brantford Campus, 73 George St, Brantford, ON, N3T 2Y3. Applications may be submitted electronically to: swilley@wlu.ca or by hard copy to the above address. Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Brantford Campus, Dr. Bruce Aral. Further information on the equity policy can be found at https://www.wlu.ca/page.php?grp_id=2465&p=10545. We thank all respondents in advance for their interest in Wilfrid Laurier University. Only those selected for an interview will be contacted. The deadline for applications is January 9, 2012.

C

■ **CANADIAN POLITICS — University of Victoria.** The Department of Political Science, University of Victoria, invites applications for a tenure track position in the area of Canadian Politics. The appointment, effective July 1, 2012, will be made at the rank of Assistant Professor. Applicants should have a completed or near-completed PhD in Political Science (or a related program with a strong political science element). Applicants should have a record and promise of research excellence appropriate to their stage of career, and a well-developed research program in Canadian Politics. The candidate will be expected to teach at the undergraduate and graduate levels. The successful candidate will be joining an active department with vibrant MA and PhD programs. The department is interested in receiving applications from candidates with a wide range of research and teaching interests and welcomes applications from candidates who have research interests that focus on any aspect of Canadian politics. Applicants are encouraged to consult the department website http://web.uvic.ca/poli for information on the research interests of department faculty and the programs it offers. Potential applicants who have questions about the position are encouraged to contact the Chair, Amy Verdun, at chairpol@uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. The deadline for the application to reach the department is December 9, 2011. Please send letters of application, CV, writing sample, and confidential letters from three referees (the latter sent directly under separate cover) to: Dr. Amy Verdun, Chair, (Re: Job application — Canadian Politics), Department of Political Science, University of Victoria, PO Box 3060, Victoria, BC, Canada, V8W 3R4; Telephone: + 1 250 853 3528; E-mail: chairpol@uvic.ca; Web: http://web.uvic.ca/poli.

■ **CARDIOVASCULAR PHYSIOLOGY — Dalhousie University.** The Department of Physiology and Biophysics, Faculty of Medicine, invites applications for a position at the ASSISTANT PROFESSOR level available for the 2012 academic year. Qualified candidates will have demonstrated research expertise in CARDIOVASCULAR physiology, with an emphasis on molecular or cellular research in cardiovascular physiology/pathophysiology. The candidate is expected to develop an extramurally funded research program and to participate in the teaching mission of the Department. The successful candidate will have ample opportunity to develop active and synergistic research collaborations with scientists in the Cardiovascular Research Group consisting of basic and clinician scientists from a number of Departments in the Faculty of Medicine at Dalhousie University. Current research strengths in this group exist in the areas of ion channel physiology, regulation of the cardiovascular system and molecular mechanisms of cardiovascular disease. Applicants must have a PhD and/or MD degree, several years of postdoctoral training, excellent communication skills, and a strong record of peer-reviewed publications. This is a salaried, probationary tenure-track appointment; however, the candidate will be expected to apply for external salary support from appropriate granting agencies. Interested applicants should submit a curriculum vitae along with a brief description of research experience and interests as well as teaching experience and interests by email to: physiology.search@dal.ca. Applicants should also arrange to have three letters of reference sent directly to: Dr. Paul R. Murphy, Head, Department of Physiology and Biophysics, Faculty of Medicine, Dalhousie University, Sir Charles Tupper Medical Building, 5850 College Street, Halifax, Nova Scotia B3H 4R2, Canada. Review of applications will begin in January, 2012. To guarantee consideration, your application should be submitted by January 31, 2012. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **COMPUTER SCIENCE — University of British Columbia.** The Department of Computer Science at the University of British Columbia is recruiting for a tenure-track faculty position at the Assistant Professor level for the 2012/2013 academic year. The responsibilities of the position include effective teaching at the undergraduate and graduate levels, supervising graduate students, and developing and maintaining an active research program. The department is seeking outstanding candidates with a research focus in the areas of Networks, Systems and Security. A PhD in Computer Science or a related area is required. The anticipated start date is July 1, 2012. The successful candidate must have an exceptional research record, as judged by the strength of the application materials including the portfolio of publications and other research artefacts developed during his or her PhD program, and post Ph.D. career, if applicable. The application materials must also demonstrate that the candidate shows promise as an excellent teacher and advisor, and has potential to become an innovative and independent researcher and a leader in his or her field. The potential of an applicant's research program to complement and extend the existing research strengths of the department will be an important factor in selection. Applicants for the position must submit a CV, a teaching statement, a research statement, and the names of at least three references. The teaching statement should include a record of teaching interests and experience. If you wish to apply: https://apps.cs.ubc.ca/faculty_recruit/apply/. The website will remain open for submissions through the end of the day on January 31, 2012. The website may remain open past that date at the discretion of the Recruiting Committee. All applications submitted while the above website is open will be considered. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to engage productively with diverse communities. Canadians and permanent residents of Canada will be given priority. If you have questions about the application process, please contact the Recruiting Committee Chair by email, at the address below. Laks V.S. Lakshmanan, Chair, Recruiting Committee, Department of Computer Science, University of British Columbia, Vancouver, BC, V6T 1Z4, Canada, Email: faculty-recruiting@cs.ubc.ca.

■ **COMPUTER SCIENCE (LECTURER) — University of Toronto Scarborough.** The Department of Computer and Mathematical Sciences, University of Toronto Scarborough, invites applications for a full-time position in Computer Science at the rank of Lecturer, to begin July 1, 2012. Appointments at the rank of Lecturer may be renewed annually to a maximum of five years. In the fifth year of service, Lecturers shall be reviewed and a recommendation made with respect to promotion to the rank of Senior Lecturer, which is a continuing appointment. Responsibilities include lecturing, conducting tutorials, grading, and curriculum development in a variety of undergraduate courses. We will consider applicants with expertise in any area of computer science, but we are especially interested in ones who will help advance the department's curriculum in the areas of computer systems, computer architecture, and software engineering. Candidates should have, or be about to receive, a PhD in computer science or a related field. They must demonstrate potential for excellence in teaching at the undergraduate level. Salary will be commensurate with qualifications and experience. Application materials, including curriculum vitae, a statement of career goals and teaching philosophy, at least three letters of recommendation, and evidence of teaching excellence, should be submitted online at www.mathjobs.org, destined before our deadline of February 15, 2012. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **CRIMINOLOGY — Saint Mary's University.** Applications are invited for a tenure-track appointment at the Assistant Professor level commencing July 1, 2012. The Department is seeking a Critical Criminologist with a strong record of research and teaching, and the ability to teach courses on criminal justice, including courses on the Canadian Criminal Justice System, and Prisons and Punishment. The Department particularly seeks candidates whose work addresses how criminal justice impacts marginalized peoples. The successful candidate will hold a PhD and be appointable at an early level in the Assistant Professor rank. Candidates holding ABD status with the dissertation near completion will also be considered. In addition to undergraduate degrees in Criminology and Sociology, the Department offers Masters Degrees in Criminology and Women & Gender Studies. The successful candidate is expected to teach core undergraduate courses at all levels, and contribute to the curriculum and academic development of our programs. Candidates should fit well in a Department strongly committed to feminist and anti-oppressive teaching and research. Saint Mary's University and our Department are committed to offering a diverse learning environment. We collaborate with local, regional, national and international communities as part of our research and curriculum. Information about the Department and University may be found at www.smu.ca. Applicants are asked to submit a curriculum vitae, teaching portfolio (including recent student evaluations if available), an example of written (including published) work, and the names, addresses, and contact information for three referees. Application packages should be sent directly to the Department Chair: Dr. Evangelia Tastsoglou, Department of Sociology & Criminology, Saint Mary's University, Halifax, NS, B3H 3C3. Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is January 13, 2012. In accordance with Canadian immigrations requirements, candidates of all nationalities are welcome but priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles and practice of employment equity.

E

■ **ECONOMICS — University of the Fraser Valley.** The College of Arts at the University of the Fraser Valley invites applications for a faculty position in Economics, commencing August 1, 2012 (subject to budgetary approval). Located in the heart of the Fraser Valley, the University of the Fraser Valley, with over 16,000 students pursuing more than 600 programs, including two master's degrees, 15 bachelor's degrees, majors, minors and extended minors in more than 30 subject areas, and more than a dozen trades and technology programs, is committed to teaching excellence. UFV is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the small universities category, earning an A grade in most satisfied students, quality of education, and teaching, and an A+ in student-faculty interaction and class size. UFV is also committed to Indigenization of the institution. The Economics Department at the University of the Fraser Valley invites applications for a faculty position. The successful candidate will possess a PhD in the discipline and a demonstrated commitment to excellence in the areas of teaching, research, and service. UFV is committed to provide the highest undergraduate education in Canada and to be a leader of social, cultural, economic, and environmentally-responsible development in the Fraser Valley. Applicants must have demonstrated a high proficiency in teaching, have an on-going research program, be interested in working collegially within a small but growing department, and have demonstrated their ability to work collaboratively as part of a team. The field is open but we encourage applicants with expertise in statistics, probability, or econometrics. Candidates should submit curriculum vitae; statement of teaching philosophy; research agenda, official transcripts of all graduate level work, and three letters of reference. Applications, citing Posting 2011.166, should be sent to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2S 7M8; Tel: (604) 854-4554, Fax: (604) 854-1538; Website: www.ufv.ca; Email resumes to: erinto@ufv.ca. The Selection Advisory Committee will begin reviewing applications on February 9, 2012; however, the position will remain open until filled. Short-listed applicants may be required to undergo a criminal record check All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview.

MOUNT ROYAL UNIVERSITY
1910

DEAN, FACULTY OF ARTS

Mount Royal University (MRU) is one of Canada's oldest new universities. With its focus on instruction and scholarship, MRU seeks to become Canada's foremost university by measures related to student success and satisfaction. Mount Royal prides itself on its commitment to students, its emphasis on teaching and learning, the development of scholarship and collaboration with its communities. MRU's vision is "creating exceptional learning experiences for a world of possibilities".

The Dean of the Faculty of Arts will provide innovative and visionary leadership as the Faculty expands research opportunities and develops academic programs and educational strategies tailored for today's learners. The ideal candidate will be a dynamic and experienced academic leader whose collaborative and consultative style will inspire faculty and staff to deliver a world-class experience to students and promote excellence and innovation in research. S/he will continue to raise the profile of the Faculty internally and with the external community.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Mount Royal University hires on the basis of merit and is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome applications from those who would contribute to the further diversification of our staff, faculty and its scholarship including but not limited to Aboriginal people, persons with disabilities, persons of any sexual orientation or gender identity, and individuals of any ethnic, national or socio-economic background.

To learn more about this exciting leadership opportunity, please contact either Natasha Knight or Maureen Geldart at (604) 926-0005 or forward your current CV, letter of introduction and the names of three references in confidence to info@thegeldartgroup.com.

THE GELDART GROUP
Executive Search & Leadership Consulting

Tenure-Track Positions in EDUCATION

Queen's University

The Faculty of Education at Queen's University invites applications for **three tenure-track positions at the rank of Assistant/Associate Professor.** Starting date is July 1st, 2012.

Position 1 – CLASSROOM ASSESSMENT
The candidate should have an established or planned program of research in classroom assessment theories and practices. Preference will be given to those candidates who have a rich understanding of research topics and methods associated with research in educational assessment.

Position 2 – GEOGRAPHY AND/OR HISTORY (SOCIAL STUDIES)
The candidate should have successful teaching experience at the grade 7–12 level, knowledge of Ontario and/or other Canadian curricula, and a clear understanding of effective teaching practices in secondary schools. An established or planned program of research is required.

Position 3 – EDUCATIONAL POLICY AND LEADERSHIP
The candidate should have an established or planned program of research in one or more of the following areas: school leadership, organizational theory, educational policy, school law, or other related areas of educational administration.

Requirements for the positions include a completed (by 31 August 2012) doctoral degree in education, evidence of an active program of research, knowledge of teacher education, familiarity with the context of schooling and school systems in Canada, and a scholarly record appropriate to the applicant's career stage. Each successful applicant must be able to demonstrate how they intend to contribute to teaching at both the undergraduate and graduate levels. Each successful applicant will also be expected to supervise graduate students, maintain an active program of research and publication, and develop and maintain productive relationships with faculty colleagues and with professionals in school systems or other social agencies and community groups.

For additional information about our Faculty and programs, please visit us at **http://educ.queensu.ca.**

Applications must include: a letter of application that details their research program, a curriculum vitae, one sample of recent scholarly work, sample course outlines and teaching evaluations (if available), and the names and addresses (including email addresses) of at least three persons to act as referees.

These materials must be received by the Office of the Dean on or before **January 6th, 2012.** Interviews will be held in February. Applications should be sent to: **Stephen Elliott, Dean, Queen's University, Faculty of Education, Duncan McArthur Hall, 511 Union Street, Kingston, ON K7M 5R7; Phone: 613 533-6000 ext. 75791; Email: erin.wicklam@queensu.ca**

The University invites applications from all qualified individuals. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Academic staff at Queen's University is governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http://www.qufa.ca/.

CAREERS CARRIÈRES

Dean, Faculty of Arts

A VIBRANT FACULTY OF ARTS AT THE CORE OF A WORLD-CLASS UNIVERSITY

Our "Eyes High" strategy ushers in a new era at the University of Calgary in Canada's most enterprising city. We have set our sights on becoming a top five research-intensive Canadian university by our 50th anniversary in 2016. We are committed to strengthening our research and scholarship, to enriching the quality and breadth of learning, and to fully integrating the university within the broader community. With more than 31,000 students in 14 Faculties, 85 Research Institutes and Centres, 6,500 faculty and staff members, and new senior leadership, we are energized, ambitious, and focused on our goals.

We have recently brought together four distinct faculties to create the new Faculty of Arts. Our 350 faculty and staff educate 6,500 undergraduate and graduate students in a diversity of programs as well as 23,000 course enrolees in subjects vital to understanding the complexities of our contemporary world. Our scholars, funded by SSHRC, NSERC, and CIHR, address many of the most pressing issues facing civil society and play a critical role in fostering an engaged citizenship. As our next Dean of Arts, you will chart our course to realize our full potential as a cohesive and vibrant Faculty.

We are looking for a leader driven by excellence and a genuine desire to make this a truly great Faculty. You are known for inspiring disciplinary and interdisciplinary research and programs, for excellence in teaching, and for community building through respect for diversity and dedication to collegial governance. An accomplished scholar in the Arts, Humanities and/or Social Sciences, you will be a champion and advocate for our Faculty, for the University, and for arts and culture in one of the world's most livable cities.

UNIVERSITY OF CALGARY
FACULTY OF ARTS

Your passionate commitment to the Arts combined with your energy, creativity, and administrative skills have prepared you to take bold steps in your leadership of a Faculty integral to achieving the University's ambitions.

The University of Calgary welcomes diversity and encourages applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

To explore this exciting opportunity further, please contact Odgers Berndtson at 403-410-6700 or e-mail calgary@odgersberndtson.ca. To be considered for this position, please submit your resume and related information online at www.odgersberndtson.ca/en/careers/10365.

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Executive Search • Interim Management • Leadership Assessment

JARISLOWSKY CHAIR IN CORPORATE GOVERNANCE

Concordia University

The Jarislowsky Chair in Corporate Governance is expected to assume a leadership role within the John Molson School of Business (JMSB) spearheading research and teaching in the area of Corporate Governance.

We seek candidates with exceptionally strong and recognized research records in the Corporate Governance area. The chair will be housed in JMSB's Department of Management. Research expertise may include (but is not limited to); corporate governance as it relates to strategic management, accountability and transparency, corporate performance, corporate reputation and competitive capabilities, leadership, employee relations, corporate social responsibility and sustainability, CEO succession and compensation, and international and comparative perspectives on corporate governance. Candidates should have demonstrated the ability to attain a high-level of visibility within the business and/or non-profit communities as they will be expected to actively promote and influence Corporate Governance ideas and practices within these communities.

Additional selection criteria would include successful teaching experience, in particular working with research fellows and graduate students. Experience in the actual governance of private, non-profit and/or public organizations would be a distinct advantage. The Chairholder is also expected to work closely with other related research centers in Montréal, such as the Institute for the Governance of Private and Public Organizations, which was founded by Concordia University and HEC Montreal with financial support from many partners, including the Jarislowsky Foundation and the Autorité des marchés financiers. Salary will be commensurate with qualifications and experience. Communications skills in French would be considered an asset.

The Jarislowsky Chair in Corporate Governance is sponsored by the Jarislowsky Foundation which was established by Mr. Stephen Jarislowsky. Mr. Jarislowsky is currently Chairman and CEO of Jarislowsky Fraser Limited, one of Canada's leading portfolio and investment managers, as well as founding director of the Canadian Coalition for Good Governance, a forum for institutional investors managing more than $1.4 trillion in investments.

As one of the largest and oldest business schools in Canada, the John Molson School of Business offers AACSB accredited programs at the undergraduate, MBA, Executive MBA, MSc and PhD levels. With a reputation for innovative and practical teaching, its students regularly excel in national and international competitions while its faculty members enjoy national and international reputations, built upon successful publication and research grant records. The business school enjoys strong business support for its research and programs. The John Molson School of Business is now housed in its new, 15-storey, LEED certified building that is equipped with leading edge teaching and research technologies.

This appointment will be in effect starting June 1, 2012. Applicants should send a curriculum vitae, statement of research interests, and three letters of reference, either by email at corpgovchair@jmsb.concordia.ca or by mail to:

Dr. Alan Hochstein, Interim Dean
John Molson School of Business, Concordia University
1450 De Maisonneuve Blvd. West, MB 15.135
Montreal, Quebec, Canada H3G 1M8

All applications and supporting documentation must be received by January 6, 2012. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Concordia University is committee to employment equity.

More information about the school can be found at *johnmolson.concordia.ca*.

view. We thank all applicants for considering UFV for employment. UFV is committed to the principle of equity in employment.

■ **ECONOMICS — Wilfrid Laurier University.** The School of Business and Economics, Department of Economics. Applications are invited for a tenure-track appointment commencing July 1, 2012 at the rank of Assistant Professor. Candidates will hold, or will have nearly completed, a PhD in economics, and be able to demonstrate that they will establish themselves as recognized scholars, and be good teachers at all levels. Applicants in all fields will be considered. Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Acting Dean of the School of Business and Economics, Dr. William Banks. Specify that you are applying for a tenure-track position in the Department of Economics. Further information on the equity policy can be found at https://www.wlu.ca/page.php?grp_id=2465&p=10545. This position is subject to budgetary approval. Applications by email are preferred, and should be sent to economics@wlu.ca. Applications should include a covering letter, curriculum vitae, a url link to your job market paper if it is on-line, or a pdf file otherwise and the names of three referees with email addresses. The review of applications will begin on November 15 and will continue until the position is filled. Please address your application to Dr. Stefan Zeu, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

■ **EDUCATION — St. Thomas University.** The Education Department, St. Thomas University, invites applications for an entry-level tenure-track appointment (Secondary Science & Mathematics Education), at the rank of Assistant Professor, to begin on July 1, 2012 or as soon as possible thereafter (pending budgetary approval). St. Thomas University is an undergraduate, liberal arts institution whose roots are in the faith and tradition of the Roman Catholic Church. With a full-time enrolment of 2,500, its students graduate with Bachelor of Arts, Applied Arts, Education, and Social Work degrees. The faculty members are distinguished teachers, researchers and scholars, and the University holds four Canada Research Chairs. The successful candidate will contribute to pre-service middle and secondary level science and mathematics education, field placement supervision, and at least one additional teachable/core area. The successful candidate must hold or be close to defending a doctoral degree in a field related to Science/Mathematics Education. Preferred qualifications include a PhD in Education with a concentration in secondary science/mathematics education or STEM specialty qualifications: 1. Commitment to teaching excellence at the university level and public school system is a must. An undergraduate science/mathematics degree, a Bachelor of Education and a minimum of a NB Teaching Certificate level 5 or equivalent, and three years teaching experience in middle/secondary classroom are required; 2. Demonstrated knowledge and use of innovative pedagogies including: thoughtful and deliberate student-centered teaching and learning opportunities, guided by constructivist and critical inquiry perspectives, with appropriate embedded technology; 3. Ability to work collaboratively with faculty, staff, students, and members of the education community to foster scholarship, research, and programme development; 4. Evidence of a strong research program. Experience in the design, development and/or delivery of e-learning programs/courses for diverse student populations would be an asset. Applications will include a description of the applicant's teaching experience, scholarly interests and achievements, and potential contributions to the Faculty; a current curriculum vitae (SSHRC format preferable); a teaching dossier and evidence of teaching effectiveness some of which might include sample course syllabi, teaching evaluations and a statement of teaching philosophy and interests; two current samples of scholarly work; copies of undergraduate, BEd, and graduate education transcripts. Applicants will arrange to have three current, professional letters of reference sent directly to: Dr. Shaunda Wood, Associate Professor & Chair, Education Department, St. Thomas University, 51 Dineen Drive, Fredericton, NB, E3G 5B3. Closing date for applications is January 9, 2012, or until position is filled. Applicants are responsible for ensuring that their completed applications, including letters of reference, are received by this date. An equal opportunity employer, St. Thomas University is committed to employment equity for women, Aboriginal peoples, members of visible minority groups, and persons with disabilities. The university welcomes applications from all faiths and backgrounds. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **EDUCATION (EARLY LITERACY) — Brock University.** The Faculty of Education invites applications for a probationary, tenure-track appointment at the rank of Assistant Professor in the area of Early Literacy within the Department of Teacher Education. The appointment, subject to final budgetary approval, will commence July 1, 2012, or as soon as possible thereafter. The successful candidate will have a doctoral degree in early literacy, with a particular emphasis related to the preparation of teacher candidates in the fundamentals of language arts at the primary/junior levels. The successful candidate will demonstrate a strong commitment to scholarly research as well, he/she will have prior experience teaching at the primary/junior elementary level. Knowledge of the Ontario school system would be an asset. A valid drivers' license and a satisfactory police record check with vulnerable sector screening is required. Brock University is located in a UNESCO Biosphere Reserve in southern Ontario, is less than 1.5 hours from Toronto, and is 15 minutes from Niagara Falls. St. Catharines is located on Lake Ontario, and is located in wine-country. It has a population of 130,000 and offers easy access to cultural and recreational activities. Brock is an excellent place to live and work. Deadline for applications is February 24, 2012. Salary will be based on qualifications and experience. Applications must include a full curriculum vitae, the names, addresses and phone/fax/e-mail of three confidential referees and be directed to the email address provided below: Dr. Fiona Blaikie, Dean, Faculty of Education, Brock University, 500 Glenridge Ave, St. Catharines, ON, L2S 3A1; Email address: esearch@brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/webfm_send/1095 and include the completed form with their application. More information on Brock University may be found on the university website www.BrockU.ca.

■ **EDUCATION (FOUNDATIONS OF EDUCATION) — Brock University.** The Faculty of Education invites applications for a probationary, tenure-track appointment at the rank of Assistant Professor in Foundations of Education within the Department of Graduate and Undergraduate Studies. The appointment, subject to final budgetary approval, will commence July 1, 2012, or as soon as possible thereafter. Qualifications: The successful candidate will have a doctorate focusing on either the sociology of education or educational foundations, and will be expected to teach at both the undergraduate and graduate levels. The candidate must demonstrate a strong commitment to scholarly research and publications, and have an excellent command of English. First-hand experience in educational settings would be an asset. The ability and means to travel to off-campus locations for instructional purposes is a requirement of employment. The candidate will take a leadership role in our largest undergraduate course: Introduction to the Foundations of Education. This full year course reviews the historical, philosophical, sociological and psychological dimensions of formal schooling within a Canadian context, and is required for all students in our expanding Concurrent Education Program. The candidate will also teach graduate courses in his/her area of expertise. Deadline for applications is February 24, 2012. Salary will be based on qualifications and experience. Applications must include a full curriculum vitae and the names, addresses and phone/fax/e-mail of three confidential referees and be directed to the email address provided below: Dr. Fiona Blaikie, Dean, Faculty of Education, Brock University, St. Catharines, ON, L2S 3A1; Email address: esearch@brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/webfm_send/1095 and include the completed form with their application. More information on Brock University may be found on the university website www.BrockU.ca.

■ **EDUCATION (SCIENCE) — Cape Breton University.** Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centrepiece and home to rich Celtic, Mi'kmaq, and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong internal support for faculty research. CBU delivers a six-term/two-year Bachelor of Education (Elementary and Intermediate/Secondary Education) program and a variety of Certificates for in-service teachers, as well as an MEd (Information Technology) program in partnership with Memorial University of Newfoundland. CBU also delivers Bachelor of Science and Bachelor of Engineering Technology degrees in a variety of disciplines. The Education Department at CBU invites applications for a tenure-track position in Education (Science) at the rank of Assistant Professor, to commence August 2012 subject to budget approval. Responsibilities include teaching in Education and Science courses, research, and community service. Candidates should have (or be near completion of) a doctoral degree in Education. Post-secondary teaching experience will be considered an important asset, as will familiarity with the Nova Scotia P-12 school system. Preference will be given to candidates with research expertise in Science and/or Science Education. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to Cape Breton University, our external community, and their profession. The union affiliation of this position is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application quoting the reference number (ED1201), a complete dossier including curriculum vitae, a statement of research and teaching interests, a copy of academic transcripts, and three current letters of reference (sent directly to CBU) to the Human Resources Department at Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: human_resources@ns.aliantzinc.ca. Website www.cbu.ca. Applications must be received by 4:00 p.m. January 31, 2012. Email applicants will receive a return email confirming receipt. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. CBU is an equal opportunities employer.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Toronto.** The Edward S. Rogers Sr. Department of Electrical and Computer Engineering at the University of Toronto invites applications for faculty positions at the Assistant/Associate Professor rank, with a start date of July 1, 2012, in the following four areas: 1. Electrical Power Systems: Outstanding candidates in all areas of Electrical Power Systems are encouraged to apply. Applications for this position should be addressed to Professor Reza Iravani, Chair of the Electrical Power Systems Search Committee, and sent to: PowerSearch@ece.utoronto.ca. 2. Electronic Circuits, Devices and Technologies: Applications are welcomed from outstanding candidates in all areas of Electronics including, but not limited to, analog, mixed-signal, RF, and VLSI circuits, as well as beyond-CMOS technology and integrated microsystems. Applications for this position should be addressed to Professor Tony Chan Carusone, Chair of the Electronics Search Committee, and sent to: ElectronicsSearch@ece.utoronto.ca. 3. Communication Systems: Outstanding candidates in all areas of Communications are encouraged to apply. An area of particular interest is streaming end interactive communication systems design, including the study of fundamental limits on the representation and transmission of delay-sensitive media, architectures for interactive streaming, real-time streaming in wireless networks, and distributed signal processing. Applications for this position should be addressed to Professor Raviraj Adve, Chair of the Communication Systems Search Committee, and sent to: CommSearch@ece.utoronto.ca. 4. Software Systems: Applications are welcomed from outstanding candidates in all areas of Software Systems, with particular interest in cloud computing and information storage systems. All areas of cloud computing will be considered, including architectures, operating systems, security, virtualization and resource management, mobile user support and applications. Areas of interest in storage systems include, but are not limited to, hierarchical storage systems, novel storage devices and technologies, mobility considerations, and energy optimizations. Applications for this position should be addressed to Professor Baochun Li, Chair of the Software Systems Search Committee, and sent to: SoftwareSearch@ece.utoronto.ca. Successful candidates are expected to pursue excellence in research and teaching at both the graduate and undergraduate levels, and must have (or be about to receive) a PhD in the relevant area. The Edward S. Rogers Sr. Department of Electrical and Computer Engineering at the University of Toronto ranks among the top 10 in North America. It attracts outstanding students, has excellent facilities, and is ideally located in the middle of a vibrent, artistic, and diverse cosmopolitan city. Additional information on the department can be found at: www.ece.utoronto.ca. Applicants must submit their applications by email to one of the four email addresses given above. Please submit only Adobe Acrobat PDF documents and include a curriculum vitae, a summary of previous research and proposed new directions, a statement of teaching philosophy and interests, and the names of three references. Applications should be received by December 31, 2011. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Rank and salary will be commensurate with qualifications and experience. UNIVERSITY OF TORONTO, The Edward S. Rogers Sr. Department of Electrical & Computer Engineering, 10 King's College Road, Toronto, Ontario, Canada, M5S 3G4.

■ **ENGLISH — St. Jerome's University.** St. Jerome's University, situated in the heart of the University of Waterloo campus, is a public Roman Catholic university federated with the University of Waterloo since 1960. The Department of English at St. Jerome's University invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2012. The successful candidate will have a PhD in English and expertise in contemporary Commonwealth literatures, including Canadian, with additional interests in teaching thematic courses such as Travel Literature or Children's Literature. Faculty members must meet a high standard of teaching excellence, have a strong sense of collegiality, demonstrate a commitment to service, and develop a solid research record. While St. Jerome's is primarily an undergraduate liberal arts institution, there is some opportunity to take part in graduate teaching and supervision in the University of Waterloo graduate English program. As of May 1, 2012 the base salary for an Assistant Professor will be $72,309. Candidates should send a letter detailing their interest in and suitability for the position, a curriculum vitae, a teaching portfolio/dossier with a statement of teaching philosophy, an outline of a research agenda, one or two sample publications, and three confidential letters of recommendation. The University is committed to advancing the Catholic intellectual tradition and welcomes faculty and students from all faiths and backgrounds. Please send applications to: Dr. Norm Klassen, Chair, Department of English, St. Jerome's University, 290 Westmount Rd N, Waterloo, ON, Canada N2L 3G3. St. Jerome's University is committed to the principles of employment equity and in accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The deadline for applications is February 3, 2012. For further information on St. Jerome's University, visit www.sju.ca.

■ **ENGLISH (19TH-CENTURY BRITISH LITERATURE) — Wilfrid Laurier University.** The English Program at Wilfrid Laurier University's Brantford campus invites applications for a tenure-track position in 19th-Century British Literature (area of specialization open), at the level of Assistant Professor; expertise in a secondary area, as evidenced by scholarly activity, is preferred. The successful candidate will be responsible for conducting research in her or his area, teaching, and service at Laurier Brantford. The current teaching load is 2/2, and faculty hired on the tenure-track receive a research term in their first two years. English at Laurier Brantford exists in connection with a core program in Contemporary Studies, which emphasizes interdisciplinarity. The successful candidate will have the opportunity to contribute to the Contemporary Studies core program end to Laurier's graduate English program. Applicants with a PhD in a related discipline are preferred. The appointment begins July 1st, 2012. Salary and benefits are competitive. This position is subject to budgetary approval. Applications, including a curriculum vitae, writing sample, teaching dossier, and the names and contact information for three academic referees (letters will be solicited

CAREERS CARRIÈRES

after an initial screening of candidates), should be sent to: Dr. Kofi Campbell (English Coordinator) c/o Krista Sperberg, Academic Program Assistant to English, Laurier Brantford, 73 Georgia Street, Brantford, ON, N3T 2Y3; (ksperberg@wlu.ca). Electronic submissions are acceptable. Completed applications must be received by January 6th, 2012. Wilfrid Laurier is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of visible minority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self identify, in confidence, to the Dean of the Brantford Campus, Bruce Aral. Further information on the equity policy can be found at: https://www.wlu.ca/page.php?grp_id=2465&p=10345. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ENGLISH (CHILDREN'S LITERATURE) — University of the Fraser Valley.** Located in the heart of the Fraser Valley, the University of the Fraser Valley, with over 16,000 students pursuing more than 100 programs, including two master's degrees, 15 bachelor's degrees, majors, minors and extended minors in more than 30 subject areas, and more than a dozen trades and technology programs, is committed to teaching excellence. UFV is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the small universities category, earning an A grade in most satisfied students, quality of education, and teaching, and an A+ in student-faculty interaction and class size. UFV is also committed to indigenization of the institution. The Department of English invites applicants for a full-time position in Children's Literature. The candidate will have a completed PhD in the specialization, active evidence of scholarship, an appropriate research plan related to teaching children's literature, and evidence of successful post-secondary teaching. All candidates should clarify any other research and teaching strengths which may interest the department. The successful candidate must be well-versed in both historical and contemporary issues relevant to the field and possess a working familiarity with both Canadian and international trends in children's literature. A secondary interest in creative writing would be an asset. The successful candidate will be expected to contribute to both the English Department and the institution's vision and goals and will accordingly possess the following qualifications: a strong publication and conference history; teaching experience in the field; and the ability to contribute to UFV's movement towards interdisciplinary programming, particularly through course development. Interested individuals should send copies of the following materials (hard copies are preferred): (1) a letter of application, including teaching and scholarly experience; (2) a current curriculum vitae; (3) a statement of teaching philosophy; (4) current teaching evaluations; (5) sample syllabi; (6) a sample of scholarly writing; and (7) three letters of reference. Candidates should have submitted letters of reference by the closing date. All materials, citing Posting 2011.163, should be sent to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2S 7M8; Tel: (604) 854-4554; Fax: (604) 854-1338; Website: www.ufv.ca; Email resumes to: enfo@ufv.ca. The Selection Advisory Committee will begin reviewing applications on January 31, 2012; however, the position will remain open until filled. Shortlisted applicants may be required to undergo a criminal record check All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment. UFV is committed to the principle of equity in employment.

■ **ENGLISH (RHETORIC) — University of the Fraser Valley.** Located in the heart of the Fraser Valley, the University of the Fraser Valley, with over 16,000 students pursuing more than 100 programs, including two master's degrees, 15 bachelor's degrees, majors, minors and extended minors in more than 30 subject areas, and more than a dozen trades and technology programs, is committed to teaching excellence. UFV is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the small universities category, earning an A grade in most satisfied students, quality of education, and teaching, and an A+ in student-faculty interaction and class size. UFV is also committed to indigenization of the institution. The Department of English invites applicants for a full-time position in Rhetoric. The successful candidate will have expertise in one or more of the following areas: Contemporary theories of delivery and audience, gender, identity consciousness, contemporary public rhetorics and stylistics. A secondary interest in linguistics would be an asset. The successful candidate will be expected to contribute to both the English Department and the institution's vision and goals and will accordingly possess the following qualifications: a strong publication and conference history; teaching experience in the field; and the ability to contribute to UFV's movement towards interdisciplinary programming, particularly through course development. The successful candidate will have a completed PhD; relevant scholarship; successful post-secondary teaching experience; ability to design courses in area of specialization and experience with populations typical of the Fraser Valley Interested individuals should send copies of the following materials (hard copies are preferred): (1) a letter of application, including teaching and scholarly experience; (2) a current curriculum vitae; (3) a statement of teaching philosophy; (4) current teaching evaluations; (5) sample syllabi; (6) a sample of scholarly writing; and (7) three letters of reference Candidates should have submitted letters of reference by the closing date. All materials, citing Posting 2011.162, should be sent to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2S 7M8; Tel: (604) 854-4554; Fax: (604) 854-1338; Website: www.ufv.ca; Email resumes to: enfo@ufv.ca.The Selection Advisory Committee will begin reviewing applications on January 31, 2012; however, the position will remain open until filled. Shortlisted applicants may be required to undergo a criminal record check All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment. UFV is committed to the principle of equity in employment.

■ **ENVIRONMENTAL BIOLOGY — York University.** The Department of Biology, Faculty of Science & Engineering, York University invites applications for a tenure-track position in the area of Environmental Biology at the Assistant Professor level. The start date is July 1, 2012. Applications are welcomed from individuals whose proposed research programs compliment and extend existing research activities in the department, particularly (but not limited to) the areas of climate change, invading species, multiple stressors and ecotoxicology. Emphasis for all candidates will be on research excellence. The successful candidate will have a PhD in Biology or a related field, post-doctoral (or equivalent) experience and an outstanding research record, and will be expected to develop a strong, externally-funded research program, contribute to teaching biology-related courses at the undergraduate and graduate levels and supervise graduate students. The successful candidate must be eligible for prompt appointment to the Faculty of Graduate Studies. Further information about the Department of Biology can be found at http://science.yorku.ca/Schools-Departments/Biology/. Applications must be received by January 15, 2012. Applicants should forward (in hard copy) a curriculum vitae, an outline of their research plans, single copies of three publications, and arrange for three signed letters of reference to be sent to: Chair, Environmental Biology Search Committee, Department of Biology, Room 247 Farquharson Building, York University, 4700 Keele St, Toronto, Ontario, Canada, M3J 1P3. Fax: 416-736-5698. All positions at York University are subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

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■ **FAMILY RELATIONS & HUMAN DEVELOPMENT (CHILD DEVELOPMENT) — University of Guelph.** The Department of Family Relations and Applied Nutrition invites applications for a tenure track assistant professor position in family relations and human development to begin July 1, 2012. Responsibilities include teaching at the undergraduate and graduate level (with a particular emphasis on practicum teaching at the University Child Care and Learning Centre), participating in strong MSc and PhD programs in Family Relations and Human Development and building a vigorous research program with an applied focus dealing with early childhood and/or middle childhood. Applicants should hold a PhD in family sciences, child development, education, psychology, sociology, human development, or a related field. Expertise in emerging areas of research methods would be an asset. Applicants with registration (or potential registration) with the College of Early Childhood Educators would be an asset. The Department of Family Relations and Applied Nutrition offers undergraduate Majors in Child, Youth and Family, Adult Development, and Applied Human Nutrition; MSc programs in Family Relations and Human Development, Couple and Family Therapy and Applied Human Nutrition, and a Masters of Applied Nutrition; and PhD programs in Applied Human Nutrition and in Family Relations and Human Development. All application material, including cover letter, curriculum vitae and names of three referees, should be submitted by January 15, 2012 to: Dr. John Beaton, Chair, Department of Family Relations and Applied Nutrition, University of Guelph, Guelph, Ontario, N1G 2W1; (Tel: 519 824 4120, Ext. 56321; FAX: 519 766 0691, Email: beaton @uoguelph.ca). More information about the Department can be found at http://www.uoguelph.ca/family/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to equity in its policies, practices, and programs, supports diversity in its teaching, learning and work environments, and ensures that applications for members of underrepresented groups are seriously considered under its employment equity policy. All qualified individuals who would contribute to the further diversification of our University community are encouraged to apply. The appointment is subject to final budgetary approval.

■ **FAMILY RELATIONS & HUMAN DEVELOPMENT (COUPLE & FAMILY THERAPY) — University of Guelph.** The Department of Family Relations and Applied Nutrition invites applications for a tenure track associate or full professor position in family relations and human development to begin July 1, 2012. Responsibilities include being Director of the Couple and Family Therapy Program (5 year term, second renewable term is possible), teaching at the undergraduate and graduate level, supervising Couple and Family Therapy clinical training, participating in strong MSc and PhD programs in Family Relations and Human Development (with MSc specialization in CFT) and a vigorous research program. The Director will work closely with the Couple and Family Therapy Centre Manager. Applicants should hold a PhD in family sciences, couple/marriage and family therapy, psychology, social work, or a related field. The successful candidate will hold Clinical Membership and Approved Supervisor status in the American Association for Marriage and Family Therapy. Previous administrative experience is an asset. The Department of Family Relations and Applied Nutrition offers undergraduate Majors in Child, Youth and Family, Adult Development, and Applied Human Nutrition; M.Sc. programs in Family Relations and Human Development, Couple and Family Therapy and Applied Human Nutrition, and a Masters of Applied Nutrition; and PhD programs in Applied Human Nutrition and in Family Relations and Human Development. The Master's degree in Couple and Family Therapy is accredited by the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE) of the American Association for Marriage and Family Therapy (AAMFT). A total of eight very highly qualified students are admitted each year to this six semester program (2 years) of full-time study. All application material, including cover letter, curriculum vitae and names of three referees, should be submitted by January 15, 2012 to: Dr. John Beaton, Chair, Department of Family Relations and Applied Nutriton, University of Guelph, Guelph, Ontario, N1G 2W1; (Tel: 519 824 4120, Ext. 56321; FAX: 519 766 0691, email: beaton @uoguelph.ca). More information about the Department can be found at http://www.uoguelph.ca/family/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to equity in its policies, practices, and programs, supports diversity in its teaching, learning and work environments, and ensures that applications for members of underrepresented groups are seriously considered under its employment equity policy. All qualified individuals who would contribute to the further diversification of our University community are encouraged to apply. The appointment is subject to final budgetary approval.

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■ **GEOGRAPHY — Brock University.** The Department of Geography invites applications for a probationary tenure-track appointment in Physical Geography, subject to final budgetary approval, at the rank of Lecturer or Assistant Professor, effective July 1, 2012. We are seeking a Physical Geographer with a specialization in geomorphology with preference for fluvial geomorphology to teach introductory to senior level courses. Geomatics skills will be considered an asset. Candidates should hold a PhD in Geography or a related discipline, or be close to completion, and should demonstrate successful teaching experience. Applicants should submit by January 3, 2012 a curriculum vitae, a statement outlining teaching and research interests, evidence of teaching and research ability, and three confidential letters of reference to: Dr. Michael Rqmsester, Chair, Department of Geography, Brock University, St. Cathannes, Ontario, Canada L2S 3A1. Fax to 905-688-6369 or Email to: mwagg@brocku.ca, must be followed by a hard copy. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/webfm_send/1095 and include the completed form with their application. More information on Brock University can be found on the University's website www.brocku.ca.

■ **GEOGRAPHY — University of Victoria.** Assistant Professor in International DevelopmentThe Department of Geography, University of Victoria, invites applications for a tenure track position in the area of international development. Preference will be given to applicants with a specialization in urban development, community planning and/or hazards/disaster management. The appointment, effective July 1, 2012, will be made at the rank of Assistant Professor. The successful candidate will be expected to teach courses in international development, as well as urban geography and/or hazard/disaster management. An ability to teach a regional geography course will also be considered an asset. The successful applicant will have a PhD (or be close to completion) preferably in Geography, outstanding research potential, a dedication to teaching, and the ability to work synergistically both within the Department and in collaboration with other units on campus. They will be expected to contribute to a vibrant Department with extensive international interests at both undergraduate and graduate levels. Letters of application should include a curriculum vitae, a statement outlining teaching and research interests, and evidence of research and teaching ability. Applicants should arrange for three letters of reference to be sent prior to the closing date. Completed applications must be received by 9 January 2012. Emailed and faxed applications will not be accepted. All queries and applications should be directed to: Dr. Philip Dearden, Professor and Chair, Department of Geography, University of Victoria, PO Box 3060, Victoria, BC, V8W 3R4, Canada; Telephone: 250-721-7325; Email: chair@mail.geog.uvic.ca; Web: http://www.geog.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **GEOLOGY — Cape Breton University.** CBU invites applications for a tenure-track position in Geology at the rank of Assistant Professor to commence July 2012, subject to budget approval. The successful candidate will teach undergraduate courses in such areas as introductory geology principles, physical geology, engineering geology, and hydrogeology and participate in program development. Applicants must have a PhD in Geology, preferably with related postdoctoral research and teaching experience. Research specialization is open. Preference will be given to those who can establish a research program that takes advantage of geological resources in Cape Breton and collaborations with the recently established Centre for Sustainability for Energy and the Environment (http://w2.cbu.ca/csee/). Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the CBU Faculty Association. Qualified candidates should send a letter of application quoting the reference number (GEO.1201), a complete dossier including curriculum vitae, copy of academic

MOUNT SAINT VINCENT UNIVERSITY

TENURE-TRACK FACULTY POSITIONS
MOUNT SAINT VINCENT UNIVERSITY

Inspired by a strong tradition of social responsibility and an enduring commitment to the advancement of women, Mount Saint Vincent University promotes academic excellence and the pursuit of knowledge through scholarship, teaching, and intellectual endeavour of the highest quality. Recognized as a leader in flexible education, applied research, and a personalized approach to education, Mount Saint Vincent University (the Mount) takes pride in its low student-to-professor ratios.

Located on Canada's east coast in Halifax, Nova Scotia, the Mount sits on a beautiful wooded campus overlooking a picturesque harbour. It is a blend of passion and individuality that attracts outstanding faculty, staff and over 4,000 students from around the world. For more information about programs and departments visit www.msvu.ca.

Mount Saint Vincent University is seeking scholars for tenure-track appointments at the Assistant Professor level commencing July 1, 2012 in the areas listed below. Workload for all positions includes research, teaching, and collegial service. Applicants should hold a doctorate in an appropriate field or be near completion of their degree. Evidence of research competency is required. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the Collective Agreement with the Faculty Association. All positions are subject to final budgetary approval.

Child and Youth Study (1 position)
The Department of Child and Youth Study seeks candidates with expertise in an area related to youth care and development, for example, Child and Youth Care, Developmental or Child Clinical Psychology, Social Work, or Family Studies, as well as practical experience working with youth at-risk. The successful candidate will teach both undergraduate and graduate courses, supervise graduate student research, and have, or be prepared to establish, an active research program in an area relevant to the program. Previous experience teaching in a university setting is preferred.
Chair: Dr. Carmel French (carmel.french@msvu.ca)

Business and Tourism and Hospitality Management (1 position)
The Department of Business and Tourism and Hospitality Management seeks candidates with a PhD or a DBA in a field related to Human Resource Management and an MBA in Human Resource Management or Industrial Relations. Preference will be given to candidates who can teach Organizational Behaviour, Labour Relations, and Business Communication. The Department of Business and Tourism prides itself on its student engagement efforts and the successful candidate will be expected to maintain an active role in university service along with excellence in teaching and research.
Chair: Dr. Peter Mombourquette (peter.mombourquette@msvu.ca)

Modern Languages (1 position)
The Department of Modern Languages seeks candidates with specialization in undergraduate French-language teaching. Applicants should have a doctorate or be nearing completion of their degree in French or French Linguistics. The successful candidate must have a native or native-like command of French and successful experience teaching undergraduate French language and composition courses at various levels. Evidence of research competency and a demonstrated ability to carry out university administrative tasks is required.
Chair: Dr. Larry Steele (larry.steele@msvu.ca)

Education (1 position)
The Faculty of Education at Mount Saint Vincent University seeks candidates with specialization in the area of Teaching English as a Second Language (TESL). The successful candidate should have expertise in two or more TESL related areas such as: applied linguistics, second/foreign language pedagogy and/or curriculum, second language acquisition, socio-cultural aspects of language learning/teaching, technology and language learning/teaching. The successful candidate will be expected to teach in the Bachelor of Education and graduate programs, sustain a productive research program, and contribute to the vitality of the faculty and university.
Director: Dr. Susan Walsh (susan.walsh@msvu.ca)

Applications should include a statement of research and teaching interests, curriculum vitae and the names and contact information for three references. Send applications to the attention of the Department Chair or Director listed above, by email or mail at Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS B3M 2J6. Departments will begin considering applications on **January 3, 2012**. All positions will remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

CAREERS CARRIÈRES

SFU SIMON FRASER UNIVERSITY
THINKING OF THE WORLD

LIMITED TERM LECTURER IN WORLD LITERATURE

The Faculty of Arts and Social Sciences at Simon Fraser University invites applications for a **Two-Year Limited Term Appointment in the World Literature Program** beginning September 1, 2012.

Simon Fraser University has three closely connected campuses in the metropolitan region of Vancouver. The campuses — in Burnaby, Vancouver, and Surrey — have a diverse, multicultural student body. The World Literature Program, faculty, and students are located at the SFU Surrey campus. The World Literature Program is comparative with a focus on intercultural exchange.

The appointment will be made at the rank of Lecturer. The successful applicant will be required to teach three courses in the Fall 2012 semester, three in the Spring 2013 semester, three in the Fall 2013 semester, and three in the Spring 2014 semester.

Applicants must be proficient in at least one language other than English, and must be qualified to teach literature from a comparative or interdisciplinary perspective. Candidates with expertise in two literary traditions, at least one of which is non-European, will have an advantage. Courses to be taught would include an introduction to World Literature, modernism from a World Literature perspective and cross-cultural regional literatures.

Applicants should submit a detailed letter of application that addresses teaching philosophy and experience. The letter must be accompanied by a curriculum vitae and three course proposals that are informed by cross-cultural, intercultural, or comparative issues and methodologies, paying particular attention to WL 100 and WL 201: http://www.fass.surrey.sfu.ca/wl/courses/courses

The course proposals should consist of a brief description of the course, a list of potential topics and readings, and a list of potential assignments. Applicants must also arrange for three letters of reference to be sent directly to Dr. Ken Seigneurie at the address below.

The deadline for applications is **January 31, 2012** or until the position is filled.

All materials should be sent to:
Dr. Ken Seigneurie, Director, World Literature Program
Faculty of Arts and Social Sciences
Simon Fraser University Surrey
250-13450 102nd Avenue
Surrey, BC V3T 0A3, Canada

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. The position is subject to budgetary approval. Under the authority of the University Act, personal information required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/faculty_openings/ collection_notice.html.

YORK UNIVERSITÉ UNIVERSITY

Dean, Faculty of Graduate Studies / Associate Vice-President Graduate

York University invites applications and nominations for the position of Dean of Graduate Studies and Associate Vice-President Graduate.

Known for its commitment to innovation, York University is a vibrant community of over 60,000 faculty, staff and students, located in Toronto, dedicated to pushing the boundaries of knowledge and building unique paths to success in chosen fields. With 6,000 graduate students, York's Faculty of Graduate Studies (FGS) is one of the largest graduate schools in Canada. The Faculty is committed to attracting and educating outstanding graduate students and to offering those students excellent programs, research opportunities, and supports. In cooperation with York's nine other Faculties, FGS offers over 50 Masters and Doctoral programs and graduate diplomas in the humanities and social sciences, fine arts, science, engineering, environmental studies, law, business, education, and health. For further information, see **www.yorku.ca/grads/**.

Reporting to the Vice-President Academic & Provost, the Dean of Graduate Studies and Associate Vice-President Graduate is a senior member of the Provost's team. The Dean/Associate Vice-President is expected to advance the University's mission and priorities, and to play a national leadership role in shaping graduate education in Canada. The Dean is the chief academic and administrative officer of the Faculty of Graduate Studies. S/he is responsible for providing leadership, in collaboration with Deans of the other Faculties and senior administrators, for the articulation and implementation of strategic and integrated plans for enrolments, recruitment of outstanding students, and curriculum. This includes the development of innovative programming and ensuring the quality of graduate programs. S/he also works with the Vice-President Research & Innovation towards closer integration of graduate education and strategic research plans, and with colleagues across the University in developing new initiatives to support and enhance the experience of graduate students. The successful candidate will bring outstanding academic qualifications and significant successful administrative experience and leadership in graduate education.

The appointment is for a five-year term, commencing July 1, 2012. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm, or by calling 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Review of candidates will begin in early December.

Applications and nominations should be submitted in confidence to the address shown below:

Janet Wright & Associates Inc.
174 Bedford Road, Suite 200
Toronto, Ontario M5R 2K9
yorkdfgs@jwasearch.com

Janet Wright & Associates Inc.
Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

JWA

transcripts, evidence of teaching effectiveness, a sample publication and three current letters of reference (sent directly to CBU) to the Human Resources Department at Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresourcesfilms.allantire.ca. Website www.cbu.ca. Review of applications will commence February 15, 2012. The position will remain open until it is filled. Email applicants will receive a return email confirming receipt. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. CBU is an equal opportunities employer.

■ **GESTION — Université McGill.** La faculté de gestion Desautels est à la recherche de candidats pour des postes de professeur agrégé/adjoint donnant accès à la permanence, pour des termes limités de professeur adjoint (catégorie spéciale) et de professeur invité dans les domaines de la comptabilité, finance, systèmes d'information, marketing, gestion de la production, comportement organisationnel et politique générale des entreprises. Les candidats possèdent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion Desautels compte 90 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de Ph.D. Faites parvenir votre candidature, ainsi que trois (3) lettres de références et diplômes (copies) obtenus au Vice-doyen—affaires académiques, Faculté de gestion Desautels, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 2012. Conformément aux exigences prescrites en matière d'immigration au Canada, toutes les personnes qualifiées sont invitées à postuler, la priorité étant toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à la diversité et à l'équité en matière d'emploi. Elle accueille favorablement les demandes d'emploi des peuples autochtones, des minorités visibles, des minorités ethniques, des personnes handicapées, des femmes, des personnes de toutes orientations et identités sexuelles et d'autres personnes qui pourraient contribuer à une plus grande diversité.

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■ **HEALTH STUDIES (ANATOMY / PHYSIOLOGY) — Wilfrid Laurier University.** The Brantford Campus of Wilfrid Laurier University invites applications for a tenure-track position at the Assistant Professor level in Health Studies, commencing July 01, 2012 (subject to budgetary approval). The successful candidate will be required to undertake teaching responsibilities primarily in our new Honours Bachelor of Arts and Science program in Health Studies. Information about the BASc, as well as the Bachelor of Arts degrees offered by the Health Studies program can be found at www.wlu.ca/homepage.php?grp_id=2083. In addition to courses in human anatomy and physiology, we seek candidates qualified to teach some combination of courses in pathophysiology, infection and immunity, genetics, nutrition and metabolism, and/or other courses that will complement the emerging science curriculum in our program. As well, the successful candidate is expected to develop an active research program in their area of interest. Applicants should have a PhD — in hand or near completion — in Health or Medical Sciences, Kinesiology, Rehabilitation Sciences, Nursing, Human Kinetics, or a related field. Candidates who value the potential of teaching, conducting research, and collaborating with colleagues in an interdisciplinary environment are particularly encouraged to apply. Applications should include a 1- 2 page cover letter, a curriculum vitae, one scholarly publication, the names and contact information of three referees, and evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Dr. James A. LeClair, Health Studies Hiring Committee, Laurier Brantford, 73 George St, Brantford, Ontario, N3T 2Y3. Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of visible minority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self identify, in confidence, to the Dean of the Brantford Campus, Bruce Arai. Further information on the equity policy can be found at: https://www.wlu.ca/page.php?grp_id=2465&=10545. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The deadline for applications is January 16, 2012.

■ **HISTORY — Bishop's University.** The Department of History at Bishop's University (Sherbrooke, Québec) invites applications for a tenure track position in History starting July 1, 2012. Applicants should possess teaching experience and strong research interests in the history of the developing world (Asia, Africa, Latin America or the Middle-East) Candidates should also have the ability to teach contemporary world history and the history of European imperialism in the late nineteenth and twentieth centuries. Methodological and theoretical specializations may include the history of gender, post colonialism, cultural history and diplomatic history among others. The ability to collaborate with the Crossing borders research cluster (http://www.borders.ubishops.ca/) will be considered an asset. Applicants should provide a letter of intent, a current curriculum vitae, a statement of research achievements and future objectives, evidence of teaching effectiveness and at least two letters of reference to: Dr. Louis-Georges Harvey, Chair, Department of History, Bishop's University, 2600 College Street, Sherbrooke, QC, J1M 1Z7. Email: lharvey@ubishops.ca. Applications will be reviewed starting January 30th and will be accepted until the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply. Bishop's University is committed to employment equity and encourages applications from women, aboriginal people, people with disabilities and visible minorities.

■ **HISTORY (MODERN EUROPEAN HISTORY) — Brock University.** The Department of History at Brock University invites applications for a probationary tenure-track appointment at the rank of Assistant Professor in Modern European History. The appointment begins July 1, 2012. Applicants should have a completed PhD by the time of appointment and evidence of research and teaching excellence in Modern European History. The successful candidate will be expected to teach at every level of the undergraduate programme, including first year, and participate in the Department's MA programme. Applicants should submit a letter of application accompanied by a curriculum vitae, a research plan, and evidence of successful university level teaching. In addition, candidates must arrange for the submission of three letters of reference. Applications and letters should be sent by mail to: Dr. Murray Wickett, Chair, Department of History, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. The deadline for completed applications is Friday, January 13, 2012. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of employment equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to be considered as a member of one or more designated groups should fill out the Self-Identification Form at http://www.brocku.ca/webfm_send/1095 and include the completed form with their application. More information on Brock University can be found on the University's website, www.brocku.ca. Information on the Department of History can be found at www.brocku.ca/history.

■ **HUMAN ECOLOGY — University of Alberta.** The Department of Human Ecology at the University of Alberta invites applications from Family Science scholars to fill a tenure-track assistant professor position. We are seeking a candidate whose research and teaching will enhance the Department's ecological and interdisciplinary perspective on family science in the broad research area of Children, Youth and Families. The Department offers a PhD in Human Ecology; thesis and course-based Master's degrees with specializations in Family Ecology & Practice and in Aging; a BSc in Human Ecology with a major in Family Ecology; and a combined BSc/BEd degree. Faculty and graduate students in the Children, Youth and Families research area conduct basic research about families and family dynamics. In addition, with government and community partners, they conduct policy and program-relevant research that aims to enhance the well-being of children, youth and families across the life course. For further information, see www.ales.ualberta.ca/hecol. Key responsibilities of the position include: 1. Establishing an independent research program that complements and strengthens research currently conducted in the area of Children, Youth and Families; the specific focus of research is open and could include a variety of topics associated with child and adolescent development, family well-being, family dynamics, family relationships and diversity, family life education and counseling, intimate relationships, family violence, or families at risk. 2. Teaching undergraduate and graduate family science courses; 3. Attracting and supervising graduate students. Applicants must have: a) A PhD in family science, family studies, human ecology, family sociology, family psychology, child development, or another relevant discipline; b) A successful record of research in family science, including publications and funding support; c) Demonstrated excellence in university teaching and the ability to contribute to interdisciplinary educational and research programs; d) A collaborative working style that is a good fit with the Department of Human Ecology. The University of Alberta is one of the top 100 public teaching and research universities in the world, with more than 15,000 faculty and staff. Founded more than a century ago, the University has an annual budget in excess of $1.4 billion and attracts over $536 million in sponsored research revenue. The University is located in Edmonton, a vibrant city of a million people, offering a rich cultural and recreational life. The largest of five campuses is located adjacent to the spectacular North Saskatchewan River Valley and is less than a 4-hour drive from the Rockies. For more information on the University of Alberta and City of Edmonton visit www.ualberta.ca and www.edmonton.ca. The preferred start date is July 1, 2012 but the competition will remain open until the position is filled. To apply, please submit a cover letter that addresses the requirements of the position and describes the focus of your scholarship, a curriculum vitae, a teaching dossier, copies of two publications, and the names and contact information for three referees. Review of applications will commence January 16, 2012. Interested applicants may apply to: Dr. Deanna Williamson, Chair, Department of Human Ecology, 302 Human Ecology Building, University of Alberta, Edmonton, AB, T6G 2N1; Phone: 780-492-5770; E-mail: deanna.williamson@ualberta.ca. Competition No.: A10B3151511. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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■ **INFORMATION SYSTEMS — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for a full-time faculty appointment in Information Systems at any level (assistant, associate or full professor) to start in 2012. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial, systems or software engineering, computer science or related fields. We seek individuals in the area of Information Systems with a strong technical background and interest in HCI, information visualization, system analysis, software engineering, machine learning or database. Interest in practical problems and application is highly desirable. The Department offers a co-op undergraduate degree in Management Engineering as one of the disciplines in the Faculty of Engineering, as well as Master's and PhD programs. Examples of courses that could be taught by the successful candidate include Data Warehousing and Mining, Digital Computation, Algorithms and Data Structures, Database Systems, Information Systems Analysis and Design, Principles of Software Engineering, Decision Support Systems, Telecommunication Systems. The successful candidate will join a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. Applicants should submit a cover letter along with curriculum vitae detailing educational background, research and work experience, and copies of up to three selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. The deadline for applications is December 31, 2011. For further information, please contact: Bev Rodgers, Department Advisory Committee on Appointments, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: brodgers@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified

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■ **JOURNALISM (LIMITED-TERM TWO-YEAR APPOINTMENTS) — University of Western Ontario.** The Faculty of Information and Media Studies (FIMS) at the University of Western Ontario invites applications for two full-time, Limited-Term appointments for terms of up to two years at the rank of Lecturer or Assistant Professor. The positions begin May 1, 2012. The successful candidate will teach the equivalent of six half courses per academic year and carry our assigned duties related to committee and other service within the Faculty, but will not be expected to engage in research and scholarly publication. Minimum qualifications are a Master's degree in Journalism or equivalent; evidence of excellence in reaching journalism and a strong record of professional experience in journalism. For one position, a demonstrated record of teaching and professional experience in television journalism including newsroom and field experience is essential. Skills in shooting and editing are a major asset, as is international experience. For the second position, a strong record of teaching and professional experience in print journalism is necessary. For both positions, experience in online journalism is an asset. The successful candidates will teach in the Master of Arts in Journalism at FIMS, instructing graduate students in classroom and studio environments in both the practice and the critical analysis of journalism, including online journalism. The successful candidates will also have the ability to teach in the Faculty's undergraduate program in Media, Information and Techno-

CAREERS CARRIÈRES

culture (MIT). The Faculty of Information and Media Studies is a vibrant, expanding faculty comprising more than 45 full-time faculty members and 22 non-academic staff. It currently offers an undergraduate program in Media, Information and Technoculture with an enrolment approaching 1000 students, as well as an MA in Journalism, a Master's and PhD program in Library and Information Science, an MA and PhD in Media Studies, a joint MA program in Popular Music and Culture, and Joint Master and PhD programs in Health Information Science. Information about the Faculty and descriptions of its courses are available at http://www.fims.uwo.ca The University of Western Ontario is one of Canada's foremost research intensive universities with some 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, sample publications, names and addresses of three references, and a cover letter outlining their interest in the position by January 2, 2012 to: Dr. Thomas Carmichael, Dean, Faculty of Information and Media Studies, North Campus Building. The University of Western Ontario, London, ON, CANADA, N6A 5B7; Phone: 519-661-3542; Email: fimsdean@uwo.ca Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

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■ **LIBRARIAN — York University.** York University Libraries seeks a motivated and service-oriented librarian to serve as a member of the Peter F. Bronfman Business Library and to provide reference and research assistance, instruction, collections and liaison services related to business teaching and research at York University, with special responsibilities in the areas of outreach and elearning. Details are available at: http://webapps.yorku.ca/academichiringviewer/viewposition.jsp?positionnumber=1266. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

■ **LINGUISTICS — Simon Fraser University.** The Department of Linguistics will have one or more openings at the rank of assistant professor (tenure track), beginning September 1, 2012. Applications are invited from candidates with expertise in the core areas of phonology or syntax; the ability to combine one of these fields with language acquisition or processing would be an asset. A completed PhD by the time of appointment is a primary qualification for appointment, as is demonstrated promise as both a teacher and researcher. Duties of the position will include both undergraduate and graduate teaching, development of a strong research program, and participation in the collegial governance of the department and university. Linguistics at SFU (web page: http://www.sfu.ca/linguistics) offers both graduate and undergraduate degree programs. Joint majors with Computing Science and First Nations Studies, a TESL certificate program, a speech science certificate, a certificate in First Nations language proficiency, and provides one of the principal components of the Cognitive Science undergraduate degree program. Application with a covering letter, the names of three references, and a current curriculum vitae should be submitted electronically to: lingasst@sfu.ca or sent to: Faculty Search, Department of Linguistics, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6, Canada. The closing date for applications is January 11, 2012. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. These positions are subject to budget approval. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see the collection notice: http://www.sfu.ca/vpacademic/faculty_openings/collection_notice.html#main_content_title.

■ **LINGUISTICS & TEACHING FRENCH AS A SECOND LANGUAGE — Glendon College, York University.** Applications are invited for a tenure stream position in Linguistics and Teaching French as a Second Language at the rank of Assistant Professor. The appointment will commence on July 1, 2012. CONTEXT: Glendon College is the bilingual (French-English) liberal arts Faculty of York University. It offers a variety of programs in the humanities and social sciences. It is located on its own separate, mid-town campus. POSITION: The successful candidate will: be responsible to manage and develop courses and curriculum designed for non-majors of French, in accordance with the principles of the Language Training Centre for Studies in French and set by the bilingual requirements of the College; teach courses and revise language tests; coordinate tutorials for these courses; teach graduate courses and supervise Masters and Doctoral theses and research papers; supervise undergraduate student teaching; collaborate with colleagues across the University on innovative research projects in various branches of Linguistics, such as Sociolinguistics, Psycholinguistics, Applied Linguistics. The successful candidate must be suitable for prompt appointment at the Faculty of Graduate Studies. CANDIDATES: Candidates should have demonstrated scholarly expertise and teaching experience in one or more of the following fields: Linguistics and/or Applied Linguistics to the Teaching of French or to Second Language Learning; language assessment, bilingualism, contact of languages and cultures. Given Glendon's bilingual mandate, candidates must be able to participate actively in College-wide activities in both French and English. The successful candidate will have

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Located in the heart of Toronto, the largest and most culturally diverse city in the country, Ryerson University is committed to diversity, equity and inclusion. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada

TENURE-TRACK FACULTY POSITION

DEPARTMENT OF AEROSPACE ENGINEERING

The Department of Aerospace Engineering at Ryerson University has a complement of 16 faculty members and offers a four-year accredited program leading to a Bachelor of Engineering degree in Aerospace Engineering. In addition, the Department offers a graduate program leading to either an M.A.Sc. or M.Eng. and PhD degrees in Aerospace Engineering. The Department invites applications for a tenure-track faculty position in areas related to avionics and space systems, at the Assistant/Associate Professor level, commencing August 1, 2012, subject to budgetary approval. The successful candidate will need to have teaching and research expertise in areas related to avionics and space systems.

The primary qualifications for the position, in addition to an earned doctorate in Aerospace Engineering or a closely related discipline, are demonstrated ability to perform high-quality research, an established record of, or potential for, outstanding teaching and supervising of students at undergraduate and graduate levels, and participating in departmental academic affairs, and ability to establish viable externally funded research programs. Specifically, applicants must have demonstratad outstanding research and an aptitude in teaching in areas including, but not limited to, avionics and space systems design and analysis. Both analytical and experimental research is of strong interest. Applicants should be registered or aligible for registration as a professional engineer in Ontario.

Ryerson's Department of Aerospace Engineering is one of the fastest growing programs of its kind in Canada. Committed to offering the best environment for academic growth, the Department has grown to become a powerhouse of innovative research and teaching. With 450 outstanding undargraduate and graduate students, the Department of Aerospace Engineering plays a key role in preparing the next generation of Aerospace Engineers while promoting education and research across Canada. The Department maintains strong relationships with Canada's top aerospace companies, and has tripled its industrial research funding since 2009. It is committed to developing further rasaarch collaborations built on the three main pillers: universities, government and industry.

Applications, with a curriculum vitaa, a research statement outlining current and future research interests and a specific research plan, a teaching statement, selected reprints of not more than three publications, and the names and addresses of three referees, should be sent to: Dr. Paul Walsh, Interim Chair, Department of Aerospace Engineering, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. Fax: 416-979-5056. E-mail: paul.walsh@ryerson.ca. Review of applicetions will begin January 1, 2012 and will continue until e suitable candidate is found. We thenk all candidetes for epplying; however, only those selected for an interview will be contacted.

This position falls under the Ryerson Faculty Association, (www.ryerson.ca/~rfa) jurisdiction. For deteils on the Ryerson Feculty Associetion Collective Agreement and the University's RFA Benefits Summery, pleese visit: www.ryerson.ca/teaching/employmentresources/rfa.html and www.ryerson.ca/hr/working/etoolkit/benefits/rfa

Ryerson University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our staff, our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal people, persons with disabilities and persons of any sexual orientation or gendar identity. All quelified candidates are encouraged to epply, but applications from Canadiens and permanent residents will be given priority.

RYERSON UNIVERSITY

www.ryerson.ca

Everyone Makes a Mark

Western

The University of Western Ontario | Faculty of Social Science

DAN Management and Organizational Studies

DAN Management and Organizational Studies is an innovative and rapidly expanding interdisciplinary undergraduate program in the Faculty of Social Science (FSS) at The University of Western Ontario (UWO) with approximately 3,000 students enrolled. This unique program combines management studies with a strong foundation in the social sciences. Candidates demonstrating a commitment to working in an interdisciplinary environment will be preferred. FSS is the largest faculty at UWO with over 6000 undergraduates and 400 graduate students enrolled, and it is one of the largest and top-ranked social science faculties in Canada. Close to one half of all FSS students are enrolled in the undergraduate DAN Program, and plans to offer a graduate program are currently under development.

Assistant Professor in Human Resource Management

Applications are invited for a Tenure Track appointment at the rank of Assistant Professor in Human Resource Management. Candidates for this position must have a PhD (or expected completion in 2012) in Human Resource Management or a related area, and have a research program that is focused primarily on HRM topics. Applicants must possess a strong record of scholarly research and publications, and evidence of excellent teaching ability, or evidence of potential in these areas (e.g., a stream of work-in-progress that has the potential to yield publications in leading refereed journals). The successful candidate will be expected to maintain a strong research program, and have experience/expertise to teach undergraduate courses in two of the following areas: Compensation and Benefits, Training and Development, Occupational Health and Safety, Industrial and Labor Relations, Human Resource Planning, Personnel Recruitment and Selection, Strategic Human Resource Management.

Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. The appointment is effective July 1, 2012.

Applicants can learn more about the DAN Program at **www.dan.uwo.ca**. The University of Western Ontario is among the top-ranked research intensive universities in Canada. It is located in London, Ontario, a highly affordable and family friendly city of approximately 350,000. London is situated approximately half-way between Toronto and Detroit with excellent access to these centers by car, train, or air. It is also within a 45 minute drive to the beaches of Lake Erie and Lake Huron.

Interested candidates should send a curriculum vitae, appropriate evidence of research and teaching performance, and three academic letters of reference to: **Professor Mitch Rothstein, Director, Aubrey Dan Program in Management and Organizational Studies, The University of Western Ontario, 1151 Richmond Street, Social Science Centre, Room 3208, London, Ontario, N6A 5C2 (mgrothst@uwo.ca).** Applications will be accepted until **January 15, 2012** or thereafter until the position is filled. Files will be reviewed prior to the deadline.

Position subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply: however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

University of Victoria

DEAN, PETER B. GUSTAVSON SCHOOL OF BUSINESS

The University of Victoria (www.uvic.ca) is consistently ranked as one of Canada's leading research universities demonstrating an extraordinary depth of excellence across a wide array of academic programs at the undergraduate and graduate level. The University has earned a reputation for its commitment to research, scholarship and co-op education and is widely recognized for its innovative and responsive programs, interdisciplinary and international initiatives, and a diverse and welcoming learning community. With over 19,000 students and nearly 5,000 faculty and staff, the University of Victoria has established an exceedingly collegial leadership culture with a tangible *esprit de corps* across campus.

Founded in 1990 and renamed the Peter B. Gustavson School of Business in 2010, the school is well-known for its unique educational approach, inspired teaching and excellence in research. A rising star among business schools, the Peter B. Gustavson School of Business is one of only 60 schools in the world to attain both AACSB and EQUIS accreditation. It has also recently launched a PhD program and a multi-location Master of Global Business. The new Dean will take the University of Victoria's Peter B. Gustavson School of Business to the next level, consolidating its many successes.

Reporting to the Vice-President Academic and Provost, the Dean of the Peter B. Gustavson School of Business will have a passion for excellence in research and teaching and a collaborative and entrepreneurial approach. The new Dean will be a visionary leader who can inspire internal and external stakeholders to an even higher level of engagement to support the emergence of the Peter B. Gustavson School of Business as a leader in Canada. This is an exciting and challenging opportunity to play a leadership role in one of Canada's most outstanding universities.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal people, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

Should you want to learn more please call Alex Verdecchia or Maureen Geldart at (604) 926-0005 or forward your CV, a letter of introduction and the names of three referees, in confidence, to info@thegeldartgroup.com.

THE GELDART GROUP

Executive Search & Leadership Consulting

CAREERS CARRIÈRES

completed a doctorate in a field of study compatible with the advertised position, have demonstrated ability to integrate a variety of pedagogical models and resources in teaching; to initiate, develop and manage research projects in areas related to the advertised position; Second language Acquisition, Second Language learning in a minority setting; language teaching; language testing; have experience in mentorship, and have willingness to join existing research groups including the Centre for Research on Language Contact, and work in collaboration with other researchers. APPOINTMENT: Initial salary will be commensurate with qualifications and experience. All positions at York University are subject to budgetary approval. AFFIRMATIVE ACTION. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. APPLICATIONS: An application must include an up-to-date curriculum vitae, three academic reference letters sent directly to the Interim Director of the Centre; and a letter of application that provides an overview and discussion of qualifications and statement of research and teaching interests as they relate to the advertised position. Application packages should be addressed to: Professor Françoise Mougeon, Interim Director, Language Training Centre for Studies in French, GH 220 Glendon Hall, Glendon College, York University, 2275 Avenue Bayview, Toronto, Ontario, M4N 3M6, Canada. CLOSING DATE FOR COMPLETE APPLICATION PACKAGES: JANUARY 15, 2012. PLEASE NOTE: ELECTRONIC APPLICATIONS WILL NOT BE ACCEPTED.

■ **LINGUISTIQUE ET ENSEIGNEMENT OU FRANÇAIS — Collège universitaire Glendon, Université York** Le Centre de formation linguistique pour les Études en français du Collège universitaire Glendon, faculté bilingue d'arts libéraux de l'Université York, sollicite des candidatures pour un poste menant à la permanence au rang de professeur(e) adjoint(e) en linguistique et enseignement du français. Entrée en fonction: le 1er juillet 2012. Le poste s'inscrit dans le cadre du Programme de français langue seconde (FLS) du Collège universitaire Glendon. CONTEXTE: Le Collège universitaire Glendon est la faculté bilingue (Français-Anglais) d'arts libéraux de l'Université York. Il offre une gamme de programmes en lettres et sciences humaines. Son campus est situé au coeur du Toronto. POSTE: La responsabilité principale du titulaire de ce poste sera la gestion administrative et conceptuelle de certains cours du programme de français langue seconde pour les étudiants de Glendon, quelle que soit leur spécialisation, conformément à la politique de bilinguisme en vigueur dans l'établissement; l'enseignement, la révision des tests existants de FLS, et l'encadrement des groupes de travaux dirigés reliés aux cours. Le ou la candidat(e) choisi(e) aura comme champ d'expertise le linguistique, et en particulier la problématique de l'appropriation du français langue seconde et du bilinguisme des apprenants en situation minoritaire. Outre l'enseignement du français langue seconde dans le cadre des études de premier cycle, la personne choisie sera appelée à enseigner aux cycles supérieurs et à superviser des étudiants de 2e et 3e cycles. La personne nommée à ce poste devra démontrer sa capacité à mener des recherches innovantes dans différentes branches de la linguistique (sociolinguistique, psycholinguistique, linguistique appliquée), dans plusieurs des domaines suivants: l'acquisition de la langue seconde, l'enseignement des langues secondes, l'évaluation des compétences linguistiques, le bilinguisme et le contact des langues et des cultures. Cette recherche pourrait être menée en collaboration avec ses collègues de même qu'avec d'autres établissements et groupes de recherche, dont le Centre de recherche sur le contact linguistique de Glendon, et à l'extérieur. En raison du mandat bilingue de Glendon, on s'attend à ce que la personne choisie participe activement aux comités du collège aussi bien en français qu'en anglais. La personne choisie devra être rapidement admissible au titre de membre de la Faculté des études supérieures. CRITÈRES ESSENTIELS: Les candidat(e)s doivent être capables de démontrer un intérêt manifesté dans l'enseignement et la recherche dans un ou plusieurs des domaines cités. Un doctorat obtenu en linguistique appliquée ou équivalent à l'enseignement et à l'acquisition des langues secondes ou équivalent; bilinguisme (français-anglais); une capacité à intégrer divers modèles pédagogiques et à utiliser des ressources diverses, y compris des outils technologiques, une expérience dans la mise sur pied, la conception, la gestion et la mise en oeuvre de projets de recherche dans l'enseignement du français langue seconde et dans l'acquisition du français langue seconde; une bonne compréhension du travail en FLS en milieu minoritaire; des réalisations démontrées en matière de mentorat et de perfectionnement professionnel des professeurs par des pairs et des recherches collaboratifs; capacité de s'intégrer à des équipes de recherche, preuve de publications dans les domaines cités; capacité d'attirer des recherches financées par des fonds externes. DEMANDES DE POSTE: Les personnes intéressées doivent faire parvenir leur lettre de candidature et leur curriculum vitae à Mme Françoise Mougeon, Directrice intérimaire, Centre de formation linguistique pour les Études en français, GH 220 Manoir Glendon, Collège Universitaire Glendon, Université York, 2275 Avenue Bayview, Toronto, Ontario, Canada M4N 3M6. Les candidat(e)s doivent aussi prendre des dispositions pour faire envoyer directement à la directrice intérimaire trois lettres de recommandation, dont l'une portant essentiellement sur l'enseignement. EMBAUCHE: Le salaire offert sera fixé en fonction de la convention collective et de l'expérience. Tous les postes à York sont liés à l'autorisation budgétaire de l'Université. ACTION POSITIVE: L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site WEB de l'Université York à l'adresse www.yorku.ca/acadjobs ou demander un exemplaire du programme auprès du bureau du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, priorité sera donnée aux personnes de citoyenneté canadienne ou détenant le statut de résident permanent. DATE LIMITE DE SOUMISSION DES CANDIDATURES: LE 15 JANVIER 2012. N.B.: TOUTES LES SOUMISSIONS DOIVENT ÊTRE ENVOYÉES SUR PAPIER.

M

■ **MANAGEMENT — McGill University.** Applications are invited for anticipated tenure-stream appointments, limited term appointments as Assistant Professor (special category), and Visiting Professor in the areas of Accounting, Finance, Information Systems, Marketing Operations Management, Organizational Behaviour, and Strategy and Organization. Salary and rank are commensurate with the candidate's qualifications and research record. The Desautels Faculty of Management has over 90 full-time faculty and offers 8 Com, MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean — Academic, Desautels Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 2012. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to diversity and equity in employment. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

■ **MARKETING — Saint Mary's University.** The Department of Marketing at the Sobey School of Business, Saint Mary's University invites applications for a tenure-track position in the area of Marketing. Applicants must have a Ph.D. in Marketing, or a closely related field, completed or near completion. The position will begin July 1, 2012. Saint Mary's University's Sobey School of Business has the largest commerce program in the Atlantic Provinces and offers AACSB accredited degrees at the undergraduate, graduate, and PhD levels. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applications should include a letter of application, a detailed and up-to-date curriculum vitae, a statement of research interests and a teaching dossier (including teaching evaluations and a statement of teaching philosophy and interests), graduate transcripts and the names and addresses of three referees. Complete application should be submitted to the Chairperson, Department of Marketing Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3. Only candidates selected for interviews will be contacted. Consideration of candidates will begin January 15th, 2012 and continue until the position is filled.

■ **MATHEMATICS — Wilfrid Laurier University.** The Department of Mathematics at Wilfrid Laurier University invites applications for a tenure-track position at the rank of Assistant Professor to begin July 1, 2012, subject to budgetary approval. To be considered, an applicant must possess a PhD in an area of the mathematical sciences, must have an active research program with strong potential for external funding, and must demonstrate superior ability and commitment to teaching. Applicants whose research lies in Financial Mathematics will be given priority, but applicants whose research includes Financial Mathematics in combination with another of the Department's areas of focus will also be considered. The Mathematics Department is a dynamic part of the Faculty of Science, with leading researchers in many fields, including interdisciplinary areas. The Department offers undergraduate degrees in Mathematics and Financial Mathematics, and an MSc program in Mathematics for Science and Finance. In addition, it hosts a Tier I Canada Research Chair in Mathematical Modelling and several other research groups. More details concerning the Department and its programs may be found at http://www.wlu.ca/homepage.php?grp_id=43. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement summarizing teaching experience and interests, and contact information (address, telephone, and email) for at least three referees, to: Prof. D. Marc Kilgour, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, ON, N2L 3C5 or to: mkilgour@wlu.ca. Applications will be accepted until January 10, 2012. Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Although Canadians and permanent residents will be given priority, all qualified candidates, including international candidates, are encouraged to apply. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Science, Dr. Paul Jessop (pjessop@wlu.ca). Further information on the equity policy can be found at: https://www.wlu.ca/page.php?grp_id=2465&p=10545.

■ **MUSIC (BRASS) — University of Western Ontario.** The Department of Music Performance Studies, Don Wright Faculty of Music, The University of Western Ontario invites applications for a Probationary (tenure-track) position at the rank of Assistant Professor in Brass (Trumpet, Horn, Trombone, or Tuba) to begin July 1, 2012. Candidates should have an established professional career, experience as a studio teacher at the university level, and a grounding in current performance research. A doctoral degree or equivalent is the expected academic background. While recruitment and studio instruction at the graduate and undergraduate levels are the primary responsibilities, the ability to offer courses and supervise research in the MMus and DMA programs is highly desirable. The successful candidate must be prepared to balance ongoing professional commitments with a strong profile in teaching/performance, performance research, and committee work at the Don Wright Faculty of Music. Letter of application, a comprehensive curriculum vitae, and a DVD containing video clips of at least two recent performances as well as a fifteen-minute clip of private teaching at an advanced level should be sent to the following address. Three letters of reference indicating first-hand knowledge of the candidate's teaching and research abilities should be forwarded under separate cover. Additional material may be requested later. Dr. Sophie Louise Roland, Chair, Department of Music Performance Studies, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. Review of applications will begin January 15, 2012. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

O

■ **OPERATIONS RESEARCH / INFORMATION SYSTEMS — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for a full-time, professorial appointment in Operations Research or Information Systems to begin in 2012. Applicants should have completed their PhD in the last 10 years in Industrial Engineering/Operations Research, Computer Science or Information Systems/Software Engineering. The applicants must have a very strong established record of research, and demonstrated ability as an excellent instructor. This position has the added component of a Tier 2 Canada Research Chair (www.chairs.gc.ca). The Chair holder will have a reduced teaching load to facilitate more emphasis on research and graduate student supervision. The Chair position comes with some research funding to supplement the Chair holder's other grants. Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department offers a co-op undergraduate degree in Management Engineering, as well as masters and PhD programs. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. The deadline for applications is December 31, 2011. For further information, please contact: Bev Rodgers, Department Advisory Committee on Appointments, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: brodgers@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

P

■ **PHYSICAL THERAPY — University of British Columbia.** The Department of Physical Therapy, Faculty of Medicine, University of British Columbia (UBC) is accepting applications for a full-time tenure-track faculty position at the Assistant Professor rank. The Department is currently comprised of 16 full-time faculty members, including one Endowed Chair and one Canada Research Chair, and over 75 clinical faculty members and 12 support staff. There are 160 professional entry-level Master of Physical Therapy (MPT) students, 22 graduate students and 6 post-doctoral fellows. There is a strong research culture at UBC, with approximately 4 million of PI grant funding in 2011–2012. Physical Therapy faculty members have research affiliations with hospital-based institutes; Vancouver Coastal Health Research Institute,

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FACULTY OF COMMUNITY SERVICES

TENURE-TRACK & LIMITED-TERM FACULTY POSITIONS

We are seeking applicants to fill a number of tenure-track positions at the Assistant Professor level, as well as limited-term positions, in the following schools. All positions will commence August 1, 2012, subject to final budgetary approval.

DAPHNE COCKWELL SCHOOL OF NURSING

Two tenure-track positions and one limited-term faculty position (to July 31, 2015) are available for individuals with a completed PhD in Nursing or a related health science discipline, demonstrated teaching excellence, and a capacity to meet high expectations for collaboration and collegial service. Candidates will be expected to teach in the undergraduate and graduate programs. A completed post-doctoral program is an asset. Successful candidates should be registered, or eligible for registration, with the CNO. Tenure-track applicants will also have an established program of research related to nursing care and outcomes across the healthcare continuum (i.e., home care, acute care and/or long-term care). Priority will be given to quantitative researchers focused on advancing nursing/healthcare knowledge, practice and/or policy in the areas of chronic conditions, acute care, patient-oriented research, or implementation science. Applicants will have a record of teaching and research that will contribute to the ongoing success of the School's undergraduate and graduate programs, and its research and community collaboration profiles. Limited-term faculty applicants will have a strong record of teaching that will contribute to the success of the School's undergraduate and graduate programs. The application deadline is February 1, 2012.

SCHOOL OF NUTRITION

This tenure-track position calls for candidates who have completed a doctoral degree in a health and/or communication-related discipline, with at least one degree earned in Human Nutrition and Food. We are seeking candidates who have an excellent record of scholarship and expertise in health communication, food and nutrition policy, or a related area, and can provide leadership in the areas of risk communication, interprofessional education, knowledge translation and/or new media applications. Registered Dietitian status is an asset. Successful candidates will have an interest in working collaboratively with socially, culturally and economically diverse communities, a commitment to innovative baccalaureate and graduate-level teaching, and a well-defined research agenda. Faculty members are also expected to participate in University and professional service activities. The application deadline is January 2, 2012.

SCHOOL OF EARLY CHILDHOOD EDUCATION

We invite applications for a limited-term faculty position (to July 31, 2013) from candidates with a completed PhD or EdD in Early Childhood Studies or a related field. Candidates are expected to have experience teaching in early childhood and/or post-secondary undergraduate programs. A demonstrated track record in research and publication will be considered an asset. Candidates should have a strong interest and background in early childhood studies, with a particular expertise in early learning curriculum and/or policy and professional issues. Candidates will also be expected to demonstrate excellence in teaching, with a strong commitment to student experience and success. Review of applications will begin on January 31, 2012 and continue until the position is filled.

SCHOOL OF OCCUPATIONAL AND PUBLIC HEALTH

The successful candidate for this tenure-track position will be expected to teach existing courses, develop new courses and maintain a dynamic program of research and scholarly publication. We seek to hire an individual who can contribute to enhancing the School's leadership in occupational and public health education in Canada, and we are interested in candidates with research, teaching and professional experience in a broad range of disciplines within the occupational and public health area. For public health and safety, the School seeks expertise in managing environmental public health programs/systems. For occupational health and safety, the School seeks expertise in managing occupational health and safety programs/systems. Applicants must hold (or have substantially completed) a PhD in a discipline relevant to occupational or public health, and should also hold or be eligible for registration with recognized professional societies in their field of expertise, e.g., CPH(C), CRSP or RDH. Additional considerations include professional experience, demonstrated potential to fund, conduct and disseminate research, a commitment to high-quality service, and demonstrated ability to make significant contributions to the School's teaching, research and service activities. Review of applications will begin on January 27, 2012, and continue until the position is filled.

SCHOOL OF CHILD AND YOUTH CARE

Two tenure-track positions and one limited-term position (a 12-month fixed term appointment) are available. The successful candidates for the tenure-track positions will be expected to contribute to the teaching and research agenda of the School and to the mandate of the Faculty and the University. The successful candidate for the limited-term position will be expected to contribute to the teaching and community service agenda of the School, the Faculty and the University. Candidates must hold a PhD or be near completion of a PhD accompanied by relevant work experience, and will have expertise in one or more of the following areas: school-based child and youth care; research and evaluation; diversity issues in child and youth care; mental health; residential care and child protection. Tenure-track candidates must have an established track record of research and scholarly publications specifically relevant to the field of child and youth care, and be comfortable using a variety of course delivery methods, including day, evening, web-based and intensive formats. Preference will be given to candidates with relevant child and youth care academic qualifications at the diploma, degree or postgraduate level, and post-secondary teaching experience. The review of applications will begin on January 31, 2012, and continue until the positions are filled.

These positions fall under the jurisdiction of the Ryerson Faculty Association (www.ryerson.ca/~rfa). For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit www.ryerson.ca/teaching/employment_resources/rfa.html and www.ryerson.ca/hr/benefits/benefits_by_group/rfa/index.html respectively.

For full details, including position duties and how to apply, please visit www.ryerson.ca/jobs.

Ryerson University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including, but not limited to, women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority.

www.ryerson.ca

RYERSON UNIVERSITY

Everyone Makes a Mark

CAREERS CARRIÈRES

www.vchri.ca and Providence Health Care Research Institute www.providenceresearch.ca; university-based centres and institutes (http://www.ubc.ca/directories/institutes centres.html), as well as many other collaborative opportunities. The successful candidate must have completed a doctoral degree in a field relevant to physical therapy. The successful candidate will have demonstrated a strong research track record, evidence of excellence in teaching, and a commitment to service. Post-doctoral experience and an entry-level degree in physical therapy are preferred. Responsibilities of this position will include research and scholarly activity, teaching in the MPT program, teaching and supervision of graduate students, and service. Preference will be given to applicants whose research is well aligned with UBC and/or hospital research centres and whose teaching expertise is relevant to the MPT curriculum. The position is available July 1, 2012, subject to final budgetary approval. The application package, including a curriculum vitae, a detailed cover letter describing your alignment with the position, a 2-page research plan, and names and contact information for three references, should be submitted to: Dr. Jayne Garland, Head, Department of Physical Therapy, Faculty of Medicine, University of British Columbia, 212 Friedman Building, 2177 Wesbrook Mall, Vancouver, BC V6T 1Z3, e-mail: jayne.garland@ubc.ca. Closing date: January 9, 2012.

■ **PHYSICS — University of Toronto.** Applications are invited for a position as a Research Scientist with the Institute of Particle Physics in Canada, IPP (http://www.ipp.ca). Candidates should preferably have at least three years of postdoctoral experience and a demonstrated record of accomplishment in experimental particle physics. The Research Scientist appointment is associated with an academic research position at a Canadian university and includes the right to hold research grants and to supervise graduate students. Such an appointment may be made permanent following a review after three years of employment. The current program of IPP includes the following experiments: 1. p-p collisions at the LHC (ATLAS); 2. Long baseline neutrino studies at JPARC (T2K); 3. Double-beta-decay searches with the SNO+ and EXO detectors; 4. Dark Matter searches with the DEAP and PICASSO experiments; 5. Precision pion decay studies at TRIUMF (PiENu); 6. Very-high-energy gamma-ray astronomy (VERITAS). The choice of experiment and university affiliation will be determined by mutual agreement between the candidate and the IPP. The position will be available as early as September 1, 2012. Send curriculum vitae, statement of research interests and arrange for letters of recommendation from at least three referees, to be received by February 3, 2012 at: Prof. W. Trischuk, Director, Institute of Particle Physics, Department of Physics, University of Toronto, 60 Saint George Street, Toronto, ON M5S 1A7, Canada, email: william@physics.utoronto.ca. All qualified candidates are encouraged to apply, however, in accordance with immigration regulations, Canadians and permanent residents will be given priority.

■ **POLITICAL SCIENCE (COMPARATIVE PUBLIC POLICY) — University of Guelph.** The Department of Political Science at the University of Guelph seeks applicants for a tenure-track position at the Assistant Professor level in the area of Comparative Public Policy. Candidates with research and teaching interests in any area of specialization within the field are encouraged to apply, although the Department is particularly interested in candidates with expertise in environmental policy, social policy, law and justice, or economic and trade policy. An area focus on Europe would be an asset. The successful candidate will be expected to teach research methods, including quantitative methods. The Department of Political Science offers an undergraduate degree in Political Science, and participates in collaborative undergraduate programs in Environmental Governance, Criminal Justice and Public Policy, Public Management and International Development. At the graduate level, the Department offers both a masters and a doctoral program, with specializations in the fields of Comparative Politics and Public Policy and Governance. The successful candidate will be expected to teach in both the undergraduate and graduate programs. The deadline for this competition is January 31, 2012 and is subject to budgetary approval. Applicants will hold a PhD in Political Science, demonstrated excellence in teaching, and a strong record of scholarship appropriate to an entry-level tenure-stream position. The starting date for the position will be July 1, 2012. Please submit an up-to-date curriculum vitae, a statement of research interests, teaching evaluations, a writing sample and three letters of reference in support of your application addressed to: Dr. Troy Riddell, Acting Chair, Department of Political Science, University of Guelph, Guelph, ON, N1G 2W1. Inquiries should be directed to: riddell@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to equity in its policies, practices, and programs, supports diversity in its teaching, learning and work environments, and ensures that applications for members of underrepresented groups are seriously considered under its employment equity policy. All qualified individuals who would contribute to the further diversification of our University community are encouraged to apply.

■ **POLITICAL SCIENCE (INTERNATIONAL RELATIONS) — University of Guelph.** The Department of Political Science at the University of Guelph seeks applicants for a tenure-track position at the Assistant Professor level in the area of International Relations, with a focus on human rights and international justice. Candidates with research and teaching interests in international law, justice and rights (civil, political, economic or social); humanitarian intervention; transnational or international justice institutions; transnational responses to crime, such as human trafficking or terrorism; or related subjects are encouraged to apply. The Department of Political Science offers an undergraduate degree in Political Science, and participates in undergraduate collaborative programs in Criminal Justice and Public Policy, International Development, Environmental Governance, and Public Management. At the graduate level, the Department offers both a masters and a doctoral program, with specializations in the fields of Comparative Politics and Public Policy and Governance. The Department also participates in interdisciplinary graduate programs in International Development and Criminology and Criminal Justice Policy. The successful candidate will be expected to teach in both the Political Science undergraduate and graduate programs and to help broaden both to include more of a more global perspective. The successful candidate will also be expected to contribute to one or more of our interdisciplinary programs. The deadline for this competition is January 10, 2012 and is subject to budgetary approval. Applicants will hold a PhD in Political Science or another cognate discipline, demonstrated excellence in teaching, and a strong record of scholarship appropriate to an entry-level tenure-stream position. The starting date for the position will be July 1, 2012. Please submit an up-to-date curriculum vitae, a statement of research interests, teaching evaluations, a writing sample and three letters of reference in support of your application addressed to: Dr. Troy Riddell, Acting Chair, Department of Political Science, University of Guelph, Guelph, ON, N1G 2W1. Inquiries should be directed to: riddell@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to equity in its policies, practices, and programs, supports diversity in its teaching, learning and work environments, and ensures that applications for members of underrepresented groups are seriously considered under its employment equity policy. All qualified individuals who would contribute to the further diversification of our University community are encouraged to apply.

■ **PSYCHOLOGY — Saint Mary's University.** Applications are invited for tenure-track appointments at the Assistant Professor level starting July 1, 2012. Candidates are expected to have a PhD in psychology or to be near completion of the degree. We seek individuals with applied interests who can contribute to teaching and research in one of the following areas. 1. Industrial/Organizational Psychology with expertise in Personnel Psychology, and 2. Developmental Psychology, broadly defined. We will also consider exceptional applicants from other areas who may contribute to the teaching and research programs of the Department. The successful applicants will join a growing, 19-member Department, which includes two Canada Research Chairs. As well as meeting their teaching responsibilities, the successful candidates will be expected to conduct and supervise research, collaborate with other department colleagues, and to contribute to the Department's programs. The Department has an applied focus with major and honours curriculum and offers M.Sc. and PhD degrees in industrial and organizational psychology and a certificate program in Human Resource Management. Department members also participate in the CN Centre for Occupational Health and Safety and in the Science Faculty's MSc in Applied Science program. Candidates should present evidence, commensurate with experience, of their teaching ability and the courses they are interested in teaching, of their willingness to supervise both undergraduate and graduate students, and of their scholarly productivity. Candidates of all nationalities are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the Northeastern United States. For additional information about the University and the Department please see our website at http://www.smu.ca/academic/science/psych/. Applicants should furnish a curriculum vitae, copies of no more than three of their latest reprints, a letter describing their teaching and research interests, and the names and email addresses of three referees (the search committee will solicit letters directly from referees, as required) to: Dr. Vic Catano, Department of Psychology, Saint Mary's University, Halifax, NS B3H 3C3. Telephone: (902) 420-5845. Fax: (902) 496-8287. Email: vic.catano@smu.ca. Review of applications begins immediately and will continue until the positions are filled.

■ **PSYCHOLOGY — Saint Mary's University.** Applications are invited for a Lecturer Stream position starting July 1, 2012. Faculty who hold appointments in the Lecturer Stream have the primary responsibilities of teaching and service. It is not expected that they engage in research, except to the extent that scholarship enhances their teaching or service activities. Lecturers shall teach four courses per semester during the academic year and two during the summer session. One or more courses may be replaced with other duties with the approval of the Chair and Dean. Among the courses that the Lecturer will be expected to teach, but not limited to these, are Introductory, Research Methods, Statistics, Memory, and Learning. The successful candidate should have a master's degree in psychology or the equivalent, an established record as a superior teacher and a demonstrated level of satisfactory service at the university level. Candidates should present evidence of their teaching ability and the courses they are interested in teaching. Candidates should also indicate their willingness to supervise undergraduate student research projects. Additional information on Lecturer Stream positions and salary can be found in Article 1D.1.26 of the Collective Agreement between Saint Mary's University and Saint Mary's University Faculty Union; please see: http://www.smu.ca/administration/hr/collective.html. The successful applicant will join a growing, 19-member Department, which includes two Canada Research Chairs. The Department has an applied focus with major and honours curriculum and offers MSc and PhD degrees in industrial and organizational psychology and a certificate program in Human Resource Management. Department members also participate in the Science Faculty's MSc in Applied Science program. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. For additional information about the University and the Department please see our website at http://www.smu.ca/academic/science/psych/. Applicants should furnish a curriculum vitae, a teaching dossier and arrange to have letters of reference sent to: Dr. Vic Catano, Department of Psychology, Saint Mary's University, Halifax, NS, B3H 3C3. Telephone: (902) 420-5845. Fax: (902) 496-8287. Email: vic.catano@smu.ca. Review of applications begins immediately and will continue until the position.

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■ **RELIGIOUS STUDIES — Saint Mary's University.** Applications are invited for a tenure-track position at the rank of Assistant Professor to commence July 1, 2012 (subject to budgetary approval). The position is in the area of Religions and Social Issues in Canada. Preferred research and teaching foci include religions and ecology, religions and public policy/Law. The successful candidate must have a completed PhD at the time of application and provide evidence of excellent undergraduate teaching, recent publications, a research plan and evidence of recent grant applications. Teaching duties will encompass a large enrolment introductory course; comparative courses on religions and social issues; and advanced comparative courses on religions and social issues in Canada at the Honors and MA level. Supervision of Honors and MA theses and teaching in the MA in Theology and Religious Studies are essential. The successful candidate will be expected to participate in the on-going administrative and teaching collaboration between the Department of Religious Studies and Atlantic School of Theology and to enhance the department's new strategic focus on Religions in Contemporary, Global Perspective. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars whose teaching in the Department can also contribute to the Arts interdisciplinary programs: Asian Studies, Atlantic Canada Studies, International Development Studies, Irish Studies, Linguistics, Women and Gender Studies, and the new Bachelor of Environmental Studies. Applicants are encouraged to consult faculty web pages to determine how, as potential hires, they might enrich our intellectual community. http://www.smu.ca/academic/arts/department. A complete file will include a letter of application, curriculum vitae, research plan and evidence of recent grant applications, a teaching dossier that includes evidence of teaching excellence, a sample of recent scholarly writing, graduate school transcripts, and names and contact information for three referees. Applications should be sent to: Dr. Paul Bowlby, Chairperson, Department of Religious Studies, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. E-mailed applications will not be considered, email inquiries will be welcome at religous.studies@smu.ca Review of applications will commence on November 15, 2011 and continue until the position is filled. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity

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■ **SOCIAL WORK (PRACTICE) — University of British Columbia.** The School of Social Work (UBC-Vancouver) invites applications for an Instructor 1 position in Social Work Practice. A PhD in social work or related discipline with an MSW or an MSW with an exceptional record of professional practice is required. Major criteria in selection will be demonstration of excellence in teaching of practice at the graduate and undergraduate levels, interest in developing innovative pedagogical approaches, and current and extensive practice experience. Area of practice is open but the School has interest in expanding its expertise in Child and Family, Health, Mental Health, Social Care (Aging, Disability) and Addictions. The successful candidate will exhibit distinction in teaching and service and educational leadership. He or she will be expected to teach BSW and MSW practice courses (e.g., communication skills,

WANTED:

Catalysts for innovation and discovery

With campuses in Sudbury and Barrie, Ontario, Laurentian University is a vibrant research and postsecondary education destination to more than 9,700 full and part-time students. Its unique bilingual and tri-cultural mandates offer students, staff, faculty and researchers alike a unique, open environment for creativity, innovation and discovery. With more than 175 programs of study, there is a wealth and breadth of knowledge that nourishes its close-knit community of scholars.

Laurentian is on the move. Undergraduate, graduate, international enrolments have all climbed to record levels, while our research profile and rankings are among the best in the country. Exciting new initiatives such as the opening of Canada's newest School of Architecture and the launch of a new School of Mines are adding to the unprecedented momentum.

Laurentian University is a dynamic institution with the following current opportunities:

- Tier II Canada Research Chair in Geochemistry
- Tier II Canada Research Chair in Environmental Microbiology
- Director for the Centre for Rural and Northern Health Research
- Director for the School of Mines
- Faculty - Social Work
- Faculty - Sports Administration
- Faculty - Speech Pathology (in French)

Details of these positions can be found at
www.positions.laurentian.ca

A REVIEW OF THE APPLICATIONS WILL BEGIN IN JANUARY 2012.

À LA RECHERCHE

de catalyseurs de l'innovation et de la découverte

Située à Sudbury ainsi qu'à Barrie (Ontario), l'Université Laurentienne est un établissement dynamique de recherche et d'enseignement postsecondaire dont la population étudiante compte quelque 9 700 membres à temps partiel et à plein temps. Son mandat bilingue et triculturel sans pareil offre à la population étudiante, au personnel, au corps professoral et aux chercheurs un milieu exceptionnel de créativité, d'innovation et de découverte. Ses quelque 175 programmes d'études lui assurent une richesse et une diversité de connaissances qui sustentent une communauté d'universitaires très unie.

La Laurentienne est en perpétuel mouvement. Les inscriptions au premier cycle et aux cycles supérieurs tout comme les inscriptions d'étudiants étrangers ont atteint des chiffres record tandis que notre profil de recherche et nos classements sont excellents. Pour ajouter à cette lancée sans précédent, nous préparons de nouvelles initiatives dynamiques, telles que l'ouverture de la plus récente École d'architecture au Canada et le lancement d'une nouvelle École des mines.

L'Université Laurentienne est un établissement d'une grande vitalité qui offre actuellement les possibilités de carrière suivantes :

- Chaire de recherche du Canada en géochimie (volet II)
- Chaire de recherche du Canada en microbiologie environnementale (volet II)
- Directrice ou directeur du Centre de recherche en santé dans les milieux ruraux et du nord
- Directrice ou directeur de l'École des mines
- Professeur(e) en service social
- Professeur(e) en administration des sports
- Professeur(e) en orthophonie

De plus amples renseignements sur ces postes figurent à
www.postes.laurentienne.ca

LES DEMANDES SERONT EXAMINÉES À COMPTER DE JANVIER 2012

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CAREERS CARRIÈRES

CIBC DISTINGUISHED PROFESSOR IN ENTREPRENEURSHIP AND FAMILY BUSINESS

The CIBC Distinguished Professor in Entrepreneurship and Family Business is expected to assume a leadership role in spearheading research and teaching in the area of Entrepreneurship and Family Business.

We seek applicants who have exceptionally strong and recognized research records in the Entrepreneurship and Family Business areas for appointment at the Full or Associate Professor level. The Professorship will be part of the Department of Management. Research expertise may include (but is not limited to) new venture creation, technology-based start-ups, family business, and various fields of entrepreneurship such as strategic, social, international, and minority entrepreneurship. The successful candidate is expected to disseminate his/her research in the relevant practitioner and policy communities.

Additional selection criteria include successful teaching experience at all levels, in particular working with research fellows and graduate students. Communication skills in French would be considered an asset. Salary will be commensurate with qualifications and experience.

As one of the largest and oldest business schools in Canada, the John Molson School of Business offers AACSB accredited programs at the undergraduate, MBA, Executive MBA, MSc and PhD levels. With a reputation for innovative and practical teaching, its students regularly excel in national and international competitions while its faculty members enjoy national and international reputations, built upon successful publication and research grant records. The business school enjoys strong business support for its research and programs. The John Molson School of Business is now housed in its new, 15-storey, LEED certified building that is equipped with leading-edge teaching and research technologies.

This appointment will be in effect starting June 1, 2012. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Concordia University is committed to employment equity.

Applicants should send a curriculum vitae, statement of research outlining a plan for the next five years, and a statement of teaching philosophy and interests, either by email at cibcprof@jmsb.concordia.ca or by mail to:

Dr. Alan Hochstein, Interim Dean
John Molson School of Business, Concordia University
1450 De Maisonneuve Blvd. West, MB 15.135
Montreal, Quebec, Canada H3G 1MB

All applications and supporting documentation must be received by January 6, 2012. Shortlisted candidates will be asked to provide three letters of reference.

More information about the school can be found at *johnmolson.concordia.ca.*

Realize. It's also a great place to earn.

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF EDUCATION
Tenure-Track Positions:
1) In the area of Educational Psychology and Core Studies, specifically, Inclusive and Special Education
2) In the area of Physical Education, Physical Literacy and Core Studies
3) In the area of Indigenous Education and Educational Core Studies

FACULTY OF ENGINEERING AND APPLIED SCIENCE
Tenure-Track Positions:
In the area of Electronic Systems Engineering
(Assistant Professor and Instructor)

FACULTY OF FINE ARTS
Tenure-Track Position:
In the area of Choral Music

Term Position:
In the area of Media Production (Instructor)

FACULTY OF NURSING
Tenure-Track Positions:
All areas will be considered, especially Indigenous Health, Psychiatric/ Mental Health, Oncology/Palliative Care and Community Health

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

University of Regina

For detailed descriptions on these positions, please visit: www.uregina.ca/hr/careers

practice with individuals and families, family counselling), and to contribute to ongoing curriculum and program development. The creation and maintenance of effective links with the professional social work practice community will be an important consideration. The position is subject to final budgetary approval. Salary will be commensurate with experience. As this is a tenure-track position, an Instructor I who in later years is reviewed for tenure and promotion to Senior Instructor will be required to show evidence of excellence in teaching and service, demonstrated educational leadership, distinction in the field of teaching and learning, sustained and innovative contributions to curriculum development, course design and other initiatives that advance the University's ability to excel in its teaching and learning mandate. It is expected that Senior Instructors will keep abreast of current developments in their respective disciplines and in the field of teaching and learning. A Senior Instructor in the fifth and subsequent years in that rank may be reviewed for promotion to the rank of Professor Teaching. The School is a member of the Canadian Association for Social Work Education (CASWE). Both the BSW and MSW programs are fully accredited by the Board of Accreditation of CASWE. Closing Date: January 31, 2012 A letter of application for the position, curriculum vitae, statement of teaching interests and philosophy, evidence of teaching ability and effectiveness (course outlines, student evaluations, etc), together with the names of three references, should be forwarded as soon as possible to: Dr. Tim Stainton, Director, School of Social Work, University of British Columbia, 2080 West Mall, Vancouver, BC, V6T 1Z2; e-mail: sowk_dir@mail.arts.ubc.ca. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to engage productively with diverse communities. Canadians and permanent residents of Canada will be given priority. Review of applications will begin after the closing date and will continue until the position is filled. Please check the School's web page for updates and further information: http://www.socialwork.ubc.ca/.

■ **SOCIAL WORK IN HEALTH / MENTAL HEALTH — University of British Columbia.** The School of Social Work (UBCVancouver) invites applications for an Assistant Professor, full-time tenure stream position, beginning July 1, 2012. The position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. Major selection criteria include demonstrated ability and clear promise of excellence in research and scholarly activities; demonstrated ability and interest in high quality, innovative teaching; and a capacity to establish effective relationships with the practice community. Candidates are required to have expertise in direct practice with individuals and families. Those with interests in health and mental health, and interprofessional education and collaboration are particularly encouraged to apply. The successful candidate will be expected to maintain an active program of research, teaching, service and student supervision at the graduate (MSW, PhD) and undergraduate (BSW) levels. A Masters degree in Social Work and PhD in either Social Work or related disciplines are required. The School is a member of the Canadian Association for Social Work Education (CASWE). Both the BSW and MSW programs are fully accredited by the Board of Accreditation of CASWE. Closing date: January 15, 2012 Applications and curriculum vitae for the position, together with the names of three references and evidence of teaching effectiveness, should be forwarded as soon as possible to: Dr. Tim Stainton, Director, School of Social Work, University of British Columbia, 2080 West Mall, Vancouver, BC, V6T 1Z2; Email: sowk_dir@mail.arts.ubc.ca. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to engage productively with diverse communities. Canadians and permanent residents of Canada will be given priority. Review of applications will begin after the closing date and will continue until the position is filled. Please check the School's web page for updates and further information: http://www.socialwork.ubc.ca/.

■ **SOCIOLOGY — University of Saskatchewan.** The Department of Sociology at the University of Saskatchewan invites applications for a full-time, tenure-track position starting July 1, 2012. The rank is open. The position requires a person with specialization in the area of Law, Crime, and Society with special emphasis on Aboriginal peoples and justice issues affecting them. The successful candidate will enhance the Department's capacity to maintain its rich programming and research in this area, which currently covers such foci as Aboriginal Justice, the Canadian criminal justice system, social justice, youth, corrections, and corporate crime. Candidates with research and teaching expertise in the area of the Canadian criminal justice system with special emphasis on Aboriginal peoples and law and justice are encouraged to apply. Demonstrated ability to teach quantitative research methods and data analysis techniques is an asset. The successful applicant will be expected to seek Tri-Agency (particularly SSHRC) research support. The successful candidate will also be actively involved in developing the undergraduate and graduate programs in this area. In particular, Aboriginal scholars are encouraged to apply.The University of Saskatchewan is a research Intensive Medical-Doctoral institution that has identified five signature areas of research strength, including Aboriginal People: Engagement and Scholarship. See http://www.usask.ca/vpresearch/workshop/advancing.php#1 for more information. The university also provides interdisciplinary and collaborative research opportunities through a variety of research groups and Centres, including the Centre for Forensic Behavioural Science and Justice Studies http://www.artsandscience.usask.ca/fbsjs/. In addition, the Social Science Research Laboratories are a new com-

At Mount Royal, our faculty are at the heart of a diverse academic community of more than 13,000 students – where learning is personalized, research is inclusive, and teaching is a shared passion. Join us! Be part of our journey to put a new face on undergraduate education in Canada.

- Biological Sciences
- Business Law
- Child and Youth Studies
- Clinical Psychology
- Computer Science and Information Systems
- East and South East Asian Religion
- English – Writing Practice and Theory
- History of Psychology OR Social Psychology
- Interior Design
- Interpersonal Communication
- Journalism
- Languages – French
- Marketing
- Math, Physics, and Engineering
- Midwifery
- Nursing
- Organizational Theory and Behaviour
- Physical Education
- Sedimentary Geology

Mount Royal may also be seeking candidates in a number of other departments. Vacant positions are posted regularly.

For further information on specific faculty positions, please visit mtroyal.ca/employmentcareers. Mount Royal University is committed to employment equity. Only applicants selected for an interview

MOUNT ROYAL UNIVERSITY
1910

http://mtroyal.ca/employmentcareers

CAREERS CARRIÈRES

plex of social sciences research infrastructure and technical and administrative support that includes a Telephone and Web Survey lab, a GIS lab, an Experimental Decision lab, and a Qualitative Research lab. The successful applicant will be encouraged to explore ways to take advantage of the Social Science Research Laboratories and to participate in appropriate interdisciplinary research groups, Centres, and programming. The Department of Sociology is one of seven departments making up the Division of Social Science, College of Arts and Science http://artsandscience.usask.ca/arts-science/socialsciences.php. It is a vibrant academic unit committed to excellence in teaching and research. It offers a comprehensive range of undergraduate (BA) and graduate (MA and PhD) degree programs. Its BA programs include minors in Criminology for both Sociology and non-Sociology majors, and the Aboriginal Justice & Criminology Program (AJIAC), which is a unique program for students of Aboriginal ancestry that combines a rigorous academic education with practicum placements. The Department is also developing a research-based internship program with Corrections Service Canada, and it is a strong contributor to several interdisciplinary programs delivered in collaboration with other departments. Further information about the Department can be found at http://www.arts.usask.ca/sociology/. A completed doctoral degree in sociology (or equivalent in a cognate field) is required along with demonstrated record of excellence in teaching, and a record of publication and research funding awards. The successful candidate will have both junior and senior level teaching responsibilities and is expected to develop an externally funded research program that embraces graduate student supervision. Applicants should submit a current curriculum vitae, a statement of research and teaching interests, current research activities, a sample of recently published work, and any available teaching evaluations. Applicants should also arrange for three reference letters to be sent to the same address or fax number. Applications will be accepted until December 1, 2011 or until the position is filled. Head, Department of Sociology, College of Arts & Science, University of Saskatchewan, 1019-9 Campus Drive, Saskatoon, SK Canada S7N 5A5; Phone: 306-966-6936; Fax: 306-966-6950. The University of Saskatchewan is committed to employment equity; it welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal persons, and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadian and permanent residents will be given priority.

■ **SOCIOLOGY — Bishop's University.** Applications are invited for a tenure-track position in Sociology at Bishop's University to begin July 1, 2012, subject to final budgetary approval. The successful candidate will have a PhD and a dynamic research program in the area of Criminology and Deviance, as well as the demonstrated ability to excel in the classroom. The ability to teach introductory research methods and data collection courses, in addition to Criminology and Deviance courses, is an asset. Bishop's is a primarily undergraduate University with a strong emphasis on dynamic and effective teaching and with an increasingly vibrant research culture. Located in the beautiful Eastern Townships, our riverside campus attracts students from across the country and around the world. Our small class sizes offer excellent opportunity for the exchange of ideas between professors and students. Applications including a cover letter, curriculum vitae, teaching portfolio (including teaching evaluations), at least one sample scholarly publication, and letters of reference from two academic referees should be submitted no later than January 23, 2012 to: Dr. B. Gerry Coulter, Chair, Department of Sociology, Bishop's University, 2600 College Street, Sherbrooke Quebec, J1M 1Z7; Tel: 819-822-9600 ext. 2570; E-mail: gcoulter@ubishops.ca. Bishop's University is committed to the principles of employment equity and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to further diversification of the University. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. All qualified applicants are encouraged to apply.

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■ **THEATRE & FILM (COSTUME DESIGN) — University of British Columbia.** The Department of Theatre and Film at the University of British Columbia, Vancouver (www.theatrefilm.ubc.ca), invites applications for a tenure-track appointment as an Assistant Professor of Costume Design, effective July 1, 2012. The successful candidate will teach courses and supervise undergraduate and graduate students in the Theatre Design and Production area of the Department, and provide administrative service to the Department and the University. Faculty at UBC are expected to sustain a high level of research/scholarly activity, including distinguished artistic, creative or professional work. The successful candidate will have a strong commitment to teaching and will also be expected to maintain a program of effective teaching, departmental service, as well as graduate and undegraduate supervision. Applicants should hold an MFA, PhD, or equivalent terminal degree in a field related to costume design for the performing arts, should have some teaching experience at the university or college level, and should submit a portfolio of design work demonstrating excellence and professional experience in design for theatre and/or other live performance (e.g., opera, dance, fashion). Experience in costume design for film or television will be considered an important asset. Expertise in an area related to costume design such as costume technology, production design, set or lighting design, or costume or fashion history will also be considered an asset. The position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. Applications must include a letter of application, CV, portfolio of design work (photocopies or CD or DVD in a standard digital format), description of research/artistic interests and evidence of teaching effectiveness. Applicants must arrange to have three confidential letters of reference sent directly by their referees. Applications and reference letters sent via email will NOT be accepted. Application deadline: December 12, 2011. Applications should be mailed to: Chair, Costume Design Search Committee, Department of Theatre and Film, University of British Columbia, 6354 Crescent Road, Vancouver, BC, V6T 1Z2, Canada

■ **THEATRE & FILM (PRODUCTION TECHNOLOGY) — University of British Columbia.** The Department of Theatre and Film at the University of British Columbia, Vancouver (www.theatrefilm.ubc.ca), invites applications for a tenure-track appointment as an Assistant Professor of Production Technology, effective July 1, 2012. The successful candidate will teach courses and supervise students (undergraduate and graduate) in the Theatre Design and Production area of the Department, and provide administrative service to the Department and the University. Faculty at UBC are expected to sustain a high level of research/scholarly activity, including distinguished artistic, creative or professional work. The successful candidate will have some teaching experience at the university or college level, and should submit a portfolio of work demonstrating excellence and professional experience in one or more of the following areas: advanced technical practice, rigging and show control systems, stage and/or location management, or related fields. Experience in sound design for theatre, music, film or video will be considered an important asset. Additional expertise in an area related to production technology for the performing arts such as lighting technology, systems engineering, set or lighting design, film production, or software development will be considered an asset. The position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. Applications must include a letter of application, CV, portfolio of work (photocopies or CD or DVD in a standard digital format), description of research/artistic interests and evidence of teaching effectiveness. Applicants must arrange to have three confidential letters of reference sent directly by their referees. Applications and reference letters sent via email will NOT be accepted. Application deadline: December 12, 2011. Applications should be mailed to: Chair, Production Technology Search Committee, Department of Theatre and Film, University of British Columbia, 6354 Crescent Road, Vancouver, BC, V6T 1Z2, Canada.

■ **THEORETICAL ASTROPHYSICS — University of Toronto.** The Canadian Institute for Theoretical Astrophysics (CITA), a national centre for theoretical astrophysics hosted by the University of Toronto, invites applications for a tenure-stream faculty position, to commence July 1, 2012. The search is open to candidates at the Assistant or Associate Professor level. Applicants from any area of theoretical astrophysics, cosmology and early universe physics are encouraged to apply; we seek candidates with exceptionally strong and internationally recognized research records, and outstanding promise of future research accomplishments. Additional selection criteria include demonstrated excellence in teaching, in particular working with research fellows, graduate and undergraduate students, and to assume a leadership role in administering CITA's active postdoctoral and visitor programs. The successful candidate will demonstrate excellence in research and have a strong commitment to excellence in teaching. Salary will be commensurate with qualifications and experience. CITA is an institute within the Faculty of Arts and Science, University of Toronto. The present complement of research staff includes six faculty and over 25 research fellows. The unique research environment at CITA is enhanced by close ties to the Department of Astronomy and Astrophysics, the Dunlap Institute, the Department of Physics, and the Canadian Institute for Advanced Research Cosmology and Gravity Program. We encourage applicants to apply online by clicking on the link http://www.jobs.utoronto.ca/faculty.htm. If you are unable to apply online, please submit your application and other materials via e-mail to: citadmin@cita.utoronto.ca using the subject line "Faculty Search". Applicants should submit a curriculum vitae, a bibliography, a statement of research interests. Please arrange for three letters of recommendation to be mailed directly to: Prof. Norman Murray, Director, CITA, University of Toronto, 60 St. George Street,Toronto, Ontario, Canada, M5S 3H8. All materials should reach CITA by December 1, 2011. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members. Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. This is an international search. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

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THINKING OF THE WORLD

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The Faculty of Education at Simon Fraser University seeks applications for the following tenure-track positions:

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The appointment will be at the rank of Assistant or Associate Professor. We are particularly interested in applicants who are interested in science curriculum theory and teacher development across the pre-, in-service, master's and doctoral levels.

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The appointment will be at the rank of Associate Professor or above, to join a dynamic team of colleagues (tenure track and adjunct professors) to enhance the many opportunities available to develop educational leaders at all levels of education.

All appointments are subject to final Board approval, and will begin September 1, 2012 (or at the earliest convenience of the successful candidate). Review of applications begins **February 1, 2012**

For detailed descriptions and application procedures on these positions, please visit **http://www.educ.sfu.ca/employment/academic-positions.html**

UNIVERSITY OF TORONTO
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Faculty Position Openings at the Ontario Institute for Studies in Education of the University of Toronto

Established in 1827, the University of Toronto is Canada's largest and most research-intensive university and the only Canadian university to be named in the top 20 in the Times Higher Education World University Rankings. Located in and around Toronto, one of the world's most diverse regions, the University of Toronto's vibrant academic life is defined by the cultural diversity in its community.

About OISE

Standing on the shoulders of one of the world's greatest universities, the Ontario Institute for Studies in Education (OISE) has, for more than a century, made a major contribution to advancing education at home and around the world. With more than 72,000 alumni, close to 3,000 students (initial teacher education and graduate programs) and 20 research centres, ours is a unique academic environment supporting a scholarly community second-to-none.

OISE is at a special moment in its history, setting new directions and positioning for the future with a new strategic plan, new leadership team and transitioning to a new departmental structure. Guided by our commitment to equity and social justice, and mindful of our special responsibility to lead, we seek four new colleagues, outstanding scholars, who will enhance our impact as we continue to shape how the world thinks and goes about education.

More information may be found on the OISE website at **http://www.oise.utoronto.ca**.

OISE anticipates filling four tenure-stream positions at the assistant or associate professor level; however, appointment at a higher rank will be considered for suitably qualified applicants. Salary and rank will be commensurate with qualifications. The Dean may consider nomination for a Canada Research Chair at the time of appointment. Candidates, who can contribute to the University of Toronto's new Institute for Human Development where OISE is a lead faculty, are especially welcome. Please apply online at **http://www.jobs.utoronto.ca/faculty.htm** using the link and specified job number.

Aboriginal Education 1101113

Expertise in aboriginal knowledge systems and education with a record of collaborative work with Aboriginal communities. The successful candidate will participate in and contribute to OISE's aboriginal education initiatives. Preference will be given to Aboriginal scholars.

Economics of Education 1101114

Expertise in the economics of education including: the examination of practices, policies and outcomes in the organizations and systems which shape education and economic analyses of critical issues in education within Canada and around the world.

Ethics and Ethical Inquiry in Education 1101115

Expertise in ethical theory and inquiry (e.g. traditional, modern, postmodern and social justice equity theories) and their application to current educational issues within Canada and around the world.

Teacher Education 1101116

Expertise in the study of teacher education program design, practice, curricula and evaluation, with specific knowledge and experience in the preparation of teachers in reading and writing pedagogy.

For each position the successful candidate will:

- Hold a Ph.D. in the relevant area
- Demonstrate a record of excellence in teaching
- Have a rigorous and productive program of research and record of publication
- Be committed to knowledge mobilization

The successful candidate for each position will be expected to contribute to undergraduate programs, initial teacher education and graduate programs including the supervision of graduate student research. Departmental affiliations will be determined in accordance with disciplinary expertise and background. **Review of applications begins January 16, 2012.**

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

BOOKSHELF
COIN DES LIVRES

IN REVIEW

Retooling the Humanities
The Culture of Research in Canadian Universities

Daniel Coleman & Smaro Kamboureli, eds. Edmonton, AB: University of Alberta Press, 2011; 312 pp; ISBN: 978-0-88864-541-8, paper $49.95 CAD.

Reviewed by MARGERY FEE

In the past 30 years, the state has tried to reinvent the university as an economic driver and R&D hub. Earlier visions, albeit Eurocentric and elitist, were aimed at increasing cultural capital for student and nation alike. Now a degree is seen as a guarantee of increased lifetime income. In this framework taxpayers are supposed to see a return on their investment, research to produce "deliverables" and scholars to tie their work to social payoffs that can be audited for impact.

The shift in the larger universities to "research capitalism" has been driven by funding losses. Levels of government funding fell to 58 per cent in 2009, from 84 per cent in 1979 (CAUT Almanac, 2011–2012). The result is the need to "sell" the university to corporate donors and partners and to market increased tuition (and debt) to parents and students. This utilitarian framework counters one that sees the primary benefit of a broad liberal education as the formation of (self-) critical citizens.

The 10 essays (with an introduction and coda by the editors) published in this book examine changes that have impinged on the humanities in the past 30 years, with funding through the Social Sciences and Humanities Research Council taken as a barometer. The success of the authors, who range from Canada Research Chair holders to graduate students, at getting SSHRC or Canada Council funding has provided them with insider knowledge, not to mention analytic skills.

Marjorie Stone, a former director of the Atlantic Metropolis Centre, analyses the history of the long-running Metropolis Project on migration and diversity. She explains why it has involved so few humanists, becoming a "culture of no culture." The dynamic role that artistic and literary representations play in transforming the social landscape was left under-represented, she argues, not only because of structural and systemic issues within the project's complex collaborations, but also because critical humanities scholars tend to represent government programs as monoliths.

She notes that those who characterize power as a monolithic force "from above" fail to take into account Foucault's notion that governmentality "influences differently positioned subjects acting from localized positions, often with somewhat conflicting agendas." These differences and conflicts allow for interventions that do not lead to instant contamination. Stone calls for a more sophisticated and nuanced analysis that enjoins both SSHRC and humanities scholars to be more open to multidisciplinary alliances.

She also says the pressure on SSHRC staff to maintain funding in competition with the Natural Sciences and Engineering Research Council and the Canadian Institutes of Health Research may explain the "neo-utilitarianism" in some of their policy proposals — proposals that, in fact, may have overshot the mark. She argues that policy makers might welcome hearing from humanities scholars about innovative ways to reframe complex policy issues.

Paul Danyluk's paper on Roy Kiyooka, who interned in his youth as a Japanese "enemy alien," examines the conflicts Kiyooka felt as a professor of fine arts at the University of British Columbia between 1973 and 1991. Kiyooka's "performance of the non-quantifiable self" did not preclude his conviction that "'we' as educators have been complicit in the very inequalities we are besodden with."

Jessica Schagerl's essay titled "Taking a Place at the Table" considers the less privileged in the academy — junior and untenured faculty, postdoctoral fellows and graduate students. Acronym-filled discussions about the directions of humanities research exclude these academic workers — not to men-

See RETOOLING THE HUMANITIES Page A6 →

EN REVUE

Université Inc.
Des mythes sur la hausse des frais de scolarité et l'économie du savoir

Eric Martin et Maxime Ouellet. Montréal, QC: Lux Éditeur, 2011; 156 pages; ISBN: 978-2-89596-126-0, 14,95 $ CAD.

Recensé par GREG ALLAIN

Université Inc. est un petit livre critique dans la veine de *Les défis de l'université au Québec* (Roch Denis, VLB Éditeur, 2000) et de *La nouvelle université guerrière* (Pierre Hébert, Les Éditions Nota Bene, 2001). Comme son sous-titre l'indique, il vise à démontrer la fausseté des mythes entourant la hausse des frais de scolarité dans les universités du Québec et à démystifier la fameuse économie du savoir. L'ouvrage est tout à fait d'actualité puisque sa parution coïncide avec l'annonce d'une nouvelle politique du gouvernement du Québec visant à augmenter les frais de scolarité universitaires de façon significative, annonce qui a donné lieu à d'importantes manifestations étudiantes (sans parler de sa pertinence dans le contexte du Mouvement des indignés (« Occupy ») qui fait rage à l'automne 2011 un peu partout dans le monde). Bien sûr, la situation du Québec est particulière en ce que les frais de scolarité y sont les plus bas au Canada, le résultat d'un choix de société de gouvernements antérieurs afin de faciliter l'accessibilité aux études supérieures. Mais l'argumentation développée par les auteurs, deux jeunes politologues, s'appliquerait aussi bien aux autres provinces canadiennes puisque la logique qu'ils dénoncent est partout la même.

Dès l'introduction, la position des auteurs est claire : « Le phénomène de la hausse des frais de scolarité est le symptôme d'une logique de privatisation et de marchandisation des universités, non seulement de leur financement, mais aussi et surtout de leur finalité. On demande à des institutions, jadis dédiées à la formation intellectuelle et professionnelle, de se transformer en catalyseurs de la croissance du capital. Il s'agit d'un détournement de la mission fondamentale des universités, dont le rôle historique était de transmettre la connaissance et le savoir-faire qui forment le patrimoine intellectuel, culturel et scientifique des sociétés. » (22)

Dans ce contexte, l'ouvrage se veut « un outil de compréhension, un manuel d'autodéfense, mais aussi un appui au mouvement étudiant québécois et international. » (24)

Le premier mythe auquel le livre s'attaque, c'est que la hausse des frais de scolarité est nécessaire parce que les universités sont sous-financées. En fait, selon les données présentées par les auteurs, l'université est plutôt mal financée : la priorité de plus en plus assignée à la recherche « entraîne une augmentation du nombre de gestionnaires et des dépenses bureaucratiques. » (28) Une comparaison Québec-Canada utilisant divers indicateurs démontre que les investissements moyens par étudiant sont plus élevés au Québec, tout comme le montant de recherche subventionnée par étudiant. Autrement dit, « le Québec donne déjà plus de financement public en formation et en recherche à ses universités que les autres provinces... » (32)

Le second mythe veut qu'une hausse des frais de scolarité ne réduise pas l'accès à l'université. Partout l'expérience prouve le contraire : il en résulte plutôt une augmentation de l'endettement étudiant, ou alors un désincitatif aux études supérieures. Et le remboursement proportionnel au revenu ne constitue pas une solution. Les principaux bénéficiaires de telles hausses sont les banques.

Mythe numéro trois : on compensera la hausse des frais par une aide financière accrue. Avec toutes ses contraintes, cette aide ne profitera pas à la vaste majorité des étudiants. Alors, la modulation des frais de scolarité par discipline est-elle plus équitable (mythe numéro quatre)? Les exemples ontarien et britannique ne sont pas encourageants en ce sens. En Ontario, à la suite de la dé-

Voir UNIVERSITÉ INC. à la page A9 →